



جامعة مؤتة

عمادة الدراسات العليا

أثر العوامل التنظيمية والتكنولوجية والمادية في جهود التطوير
التنظيمي في الجهاز الحكومي بدولة الكويت
"دراسة ميدانية على وحدات التطوير التنظيمي"

إعداد الطالب

نايف بكر ضيف الله شرار

إشراف

الأستاذ الدكتور حلمي شحادة

رسالة مقدمة إلى عمادة الدراسات العليا

استكمالاً لمتطلبات الحصول على درجة

الماجستير في الإدارة العامة قسم الإدارة العامة

جامعة مؤتة، 2006

بسم الله الرحمن الرحيم



MUTAH UNIVERSITY

Deanship of Graduate Studies

جامعة مؤتة

عمادة الدراسات العليا

نموذج رقم (14)

إجازة رسالة جامعية

تقرر إجازة الرسالة المقدمة من الطالب نايف بكر شرار الموسومة بـ:

أثر العوامل التنظيمية والتكنولوجية والمادية في جهود التطوير التنظيمي
في الجهاز الحكومي بدولة الكويت - دراسة ميدانية على وحدات التطوير
التنظيمي

استكمالاً لمتطلبات الحصول على درجة الماجستير في الإدارة العامة.

القسم: الإدارة العامة.

| التوقيع | التاريخ | |
|---------|----------|-------------------------|
| | 2006/5/7 | أ.د. حلمي شحادة يوسف |
| | 2006/5/7 | د. نضال الحوامدة |
| | 2006/5/7 | د. سامر البشاششة |
| | 2006/5/7 | د. محمد عبد الفتاح ياغي |

عميد الدراسات العليا
أ.د. أحمد القطامين



MUTAH-KARAK-JORDAN

Postal Code: 61710

TEL :03/2372380-99

Ext. 5328-5330

FAX:03/ 2375694

e-mail:

dgs@mutah.edu.jo

sedgs@mutah.edu.jo

http://www.mutah.edu.jo/gradest/derasat.htm

مؤتة - الكرك - الاردن

الرمز البريدي: 61710

تلفون: 03/2372380-99

فراعي 5328-5330

فاكس 03/2 375694

البريد الالكتروني

الصفحة الالكترونية

16hUE

č22Āf Σ DžžĀđ! +!Āf 2čĀ ŌčĀf č22Āf Σ Džž Ō YfĀŌčđ !g
Nžžhŭ Hf **ppl Ŷεξīt qθūfē!yē** dž Σ DžžĀđ! +!Āf 2čĀĀ
lqđāžp Lhž! NpčžhŭDžđjHj !gKčŽāžčđ čžžf ýu 5žhu
ŌčŌ ŌčŌčž

Nŕŕ Ō 5Nŕ TĀNpžhŷf lŕčžLŕŕfŷ ſſĀŌĀĪ !g

.Ÿf žčKžhŌ žžžžp Lŕŷ HĀčžčĀčhŌčž Ōŕ ŌŕĀĪ !g

.ŌčĀŦĀŌčĀŦgĪ !g

ŌčpččĀčŕŦŦ !g

ppl Ŷεξīt Hčējŕž

ရန်ကုန်မြို့

[illegible]

𐌲𐌰𐌹 𐌶𐌵 𐌹𐌳 𐌲𐌴𐌹 𐌶𐌴𐌹𐌿𐌸

UJINQIŽ FNY

hQI Iē

nNQIŽ

| | | |
|----|-------|--|
| D | ..... | QfNjř |
| Y | ..... | zQfĀZfT |
| W | ..... | KĀodžΣ Znf |
| Ā | ..... | yĀfŋf + Qf |
| Ů | ..... | yQfŮf + Qf |
| Ī | ..... | ƚoŭdž + Qf |
| ll | ..... | +Qzř + Qf PDIŽ |
| ý | ..... | +Qŭřřf + Qf PDIŽ |
| 1 | ..... | JNj l DNjQ fQfHŭQ: ŮNjEŮT Zf |
| 1 | ..... | fř fZřf + QfZ.1 |
| 2 | ..... | fř fZřf + QfZdž.1 |
| 3 | ..... | fř fZřf + QfMĐ.1 |
| 3 | ..... | fř fZřf 2 fřND.1 |
| 4 | ..... | fř fZřf KĀr 255.1 |
| 5 | ..... | fř fZřf WĀdž.1 |
| 6 | ..... | hQI Iē fQfNjř fQfHŭQ: ŮNjEŮT Zf |
| 6 | ..... | Ōčŭřřf zĀQřf 2 fřNĀ Ůt QfPŮDžř.2 |
| 6 | ..... | Ōčŭřřf zĀQřf Džřdž.1.2 |
| 10 | ..... | Ōčŭřřf zĀQřf + QfMĐ.1.2 |
| 12 | ..... | Ōčŭřřf zĀQřf 2 fřND.1.2 |
| 16 | ..... | Ōčŭřřf zĀQřf ýPřfđž.2 |
| 17 | ..... | Ōčŭřřf zĀQřf 1.2.2 |
| 18 | ..... | Ōčŭřřf zĀQřf 2.2.2 |

ᐱᐱᐱᐱᐱ

ᐱᐱᐱᐱᐱ

| | |
|----|---|
| 23 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 2.2 |
| 23 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 3.2 |
| 27 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 2.3.2 |
| 29 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 3.3.2 |
| 34 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 3.2 |
| 36 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 4.2 |
| 36 | ᐱᐱᐱᐱᐱ 1.4.2 |
| 37 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 4.2 |
| 39 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 4.2 |
| 43 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 4.2 |
| 44 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 4.2 |
| 45 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 5.2 |
| 45 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 1.5.2 |
| 50 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 2.5.2 |
| 53 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 5.2 |
| 54 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ |
| 54 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 3 |
| 54 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 3 |
| 57 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 3 |
| 58 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 4.3 |
| 59 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 5.3 |
| 59 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 6.3 |
| 60 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 7.3 |
| 61 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ |
| 61 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 1.4 |
| 69 | ᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱ 2.4 |

| h02 IĚ | nN0QĚ |
|--------|-------------------------------------|
| 81 | U ĤT NĚNĚ 50QĚJ0QĚE:2 QĚĚT 2Ě |
| 81 | +d0f 1.5 |
| 81 | N0ĚJ+T0ĚJ 2.5 |
| 85 | K0Ě Āf 3.5 |
| 87 | U0QĚ |
| 92 | 50QĚ |

ÜNĜHĚHĚŽ

| ĤĚT ĤĚ | ÜNĜHĚHĚŽ | !Ĝ ÜNĜHĚ |
|--------|--|-------------|
| 55 | +Ĥ ùPTĤf KfzùĝdĤYĤ σ ĤĤ ĤĤf ydĤdĤĤ25DyĤĤk +ĝŬĤfĤ | 1 |
| 59 | ĤĤ ĤĤf KfzĝdĤĤzĝdĤĤ! ŌĤĤf KĜf ydĤdĤĤ ýĤ ĤĤ!Ĥ | 2 |
| 62 | +ùŌĤĤĤ+ùĝĝdĤ KĜf2oĤĤĤ+ŌĤf KĜf ĤdĤ zùĝdĤKfzùĤ5LĤ ĤĤ ĤĤf ydĤdĤĤ25KĜfŬ+ŌĤf ĤĤĤ+ĤdĤŌĤĤf zĤĤf | 3 |
| 63 | +ùŌĤĤĤ+ùĝĝdĤ KĜf2oĤĤĤ+ŌĤf KĜf ĤdĤ zùĝdĤKfzùĤ5LĤ ĤĤ ĤĤf ydĤdĤĤ25KĜfŬ+ŌĤf ĤĤĤ+ĤdĤŌĤĤf yĝĤf | 4 |
| 65 | +ùŌĤĤĤ+ùĝĝdĤ KĜf2oĤĤĤ+ŌĤf KĜf ĤdĤ zùĝdĤKfzùĤ5LĤ ĤĤ ĤĤf ydĤdĤĤ25KĜfŬ+ŌĤf ĤĤĤ+ĤdĤŌĤĤf yĝĤf | 5 |
| 66 | +ùŌĤĤĤ+ùĝĝdĤ KĜf2oĤĤĤ+ŌĤf KĜf ĤdĤ zùĝdĤKfzùĤ5LĤ ĤĤ ĤĤf ydĤdĤĤ25KĜfŬ+ŌĤf ĤĤĤ+ĤdĤŌĤĤf KĜfĤdĤ | 6 |
| 67 | +ùŌĤĤĤ+ùĝĝdĤ KĜf2oĤĤĤ+ŌĤf KĜf ĤdĤ zĤŬĤf zĤĤf LĤ ĤĤ ĤĤf ydĤdĤĤ25KĜfŬ+ŌĤf zĤŬĤf ĤĤYĤ σ ĤĤf k+ĤdĤŌĤĤf | 7 |
| 69 | (Analysis Of variance) zĤŬĤf! LĤf yĝĤf Ĥ!Ĥf+Ōf zĤf zĤŬĤf ŬĤf+ŌŬĤf LĤĤĤ | 8 |

- 70 Kf2u0u0u0g0dž 2D0PÜ f0zdž 2f0Lj y0džNfLj 9
2ÄnÜj Üyüdzf Kf2nfÜK0džÄ+džLj) +Dždz
Öü0džf yü+0nf Üü0džf K0püzf ÜK0džf
Ö0džf 2ÄÜf Ö5(KÜf RjÄ
- 71 "Stepwise Multiple f0zdž 2f0Lj y0džNfLj 10
yü0P Ljüdz0džf 2ÄÜf h0dž Regression"
ÜK0džf 2ÄnÜj Üyüdzf Kf2nf ÜK0džfÄ+džLj)
(KÜf üRjÄ Öü0džf yü+0nf Üü0džf K0püzf
.+DždzKf2g0dž
- 73 (Analysis Of variance) 2f0Lj! Ljüf y0džNfLj 11
+0džf +ör 2f 20PÜ WÄdzf +0üT Ljüf+Dž
- 74 Kf2u0u0u0g0dž 2D0PÜ f0zdž 2f0Lj y0džNfLj 12
Kf2GmžÜK0džf DžLjÜGÄÄf yfÄ) +Dždz
Ö0džf 2ÄÜf Ö5(Ljüf
- 75 "Stepwise Multiple f0zdž 2f0Lj y0džNfLj 13
yfÄ) yü0P Ljüdz0džf 2ÄÜf h0dž Regression"
Kf2g0dž (Ljüf Kf2GmžÜK0džf DžLjÜGÄÄf
.+Dždz
- 76 (Analysis Of variance) 2f0Lj! Ljüf y0džNfLj 14
+0džf +ör 2f 20PÜ WÄdzf +0üT Ljüf+Dž
- 77 Kf2u0u0u0g0dž 2D0PÜ f0zdž 2f0Lj y0džNfLj 15
(+0Tühf2fAdž2ÄÜf +0kÜ+0dž2fÄ)+Dždz
Ö0džf 2ÄÜf Ö5

- 78 "Stepwise Multiple Regression" 16
- 79 17

56'42 6N

62 1E

92

56'42 6N

56'42 6N

62 1E

D

Abstract
The Effect of Organizational, Technological, and Financial Factors on
Organizational Development Efforts at Public Sector in State of
Kuwait

Naif Baker Daif-Allah Sharar

Mu'ta University, 2006

This study aims at identifying organizational development in public sector in State of Kuwait. The sample of the study consisted of (186) employee in organizational development units in Kuwait. Suitable statistical methods were used to answer the questions of the study and testing it's hypothesis.

The study concluded that:

- 1- The lack of equilibrium between employees authorities and responsibilities was the main problem in preventing OD efforts. In addition, there is a some conflict between public benefits & personal benefits.
- 2- Organizational factors, technological means, and financial abilities has a significant effect on OD process.

The study consequently recommended the following's:

- 1- The selection of employees according to scientific standards and objectivity.
- 2- Updating instructions and rules continuously to cope with environmental changes.

All Rights Reserved - Library of University of Jordan - Center of Thesis Deposit

- : **ကဏ္ဍ ၁၁.၁**

[illegible][illegible]

(313 Ü1994 ÜÖÖÖgjf) .+ÄÖZf+ÖZGfÄ+ÖGf 3 öok
 zGnjf İ üZZYT İf+Öf yÄpf DZdÖÖÖÖf 2ÄÖDZULf LP
 ÜÖÖf 2ÄÖf ÄOLf KöfÄ+ÖpZ KÖGf 2 üPfÄ ÜÖÄf İ Zpf
 İ ü!gİ Z ükÖÖrf ÖÖÖf 2ÄÖf 2 fNDÖÖÖU ÄZf LpZ!G İ !gäpD
 İ ÄULÖNf+gÖ üfÄ+ÖZpZf+ÖULÖKZÄ+ÖpZ KÖGfÜÖÖf öok
 LpÄfÄ ÜÖÄf İ Zpf zGnjDZÖZ ZfÄ+ÖLÖfÄ+ÖZf YfÄnf İ ZZ
 LÖÜÜÖÖnk ÖÖÜÖÜfÄ+gÄZf YfÄnf İ ZZfÖk+Köf KÖGf
 yüdzf+üLZdÄydzf 2 ÄZÜÄ+öZÖf+fÖZÖÖÖÖÄ NfGÄ ÜfÄfÄ
 (22- 11 Ü1995 ÜÖÖZZÜf) .+ÖGZf ydzf YÖGfÄZf

[illegible]

- : ከፍተኛ ብቻ የጋ5.1

- : 100 K 6 25 200 1 25 100 2 1

- : **ÄINŬEHŬT** **ŬE**

[illegible]

- : hŭhŭt ɬɛ

DŁ JÜŦĀÄȚf ýŦĜĂ) ħŋÄÄȚf ýŦĜĂDŽŦŦ ōg†!ŰĖÄŦĐjzŦŦŎŰ " 'ÖöŬŦ zĂŦŦ ĭ đž Lđdžf KřzŦŦŰKŦădz

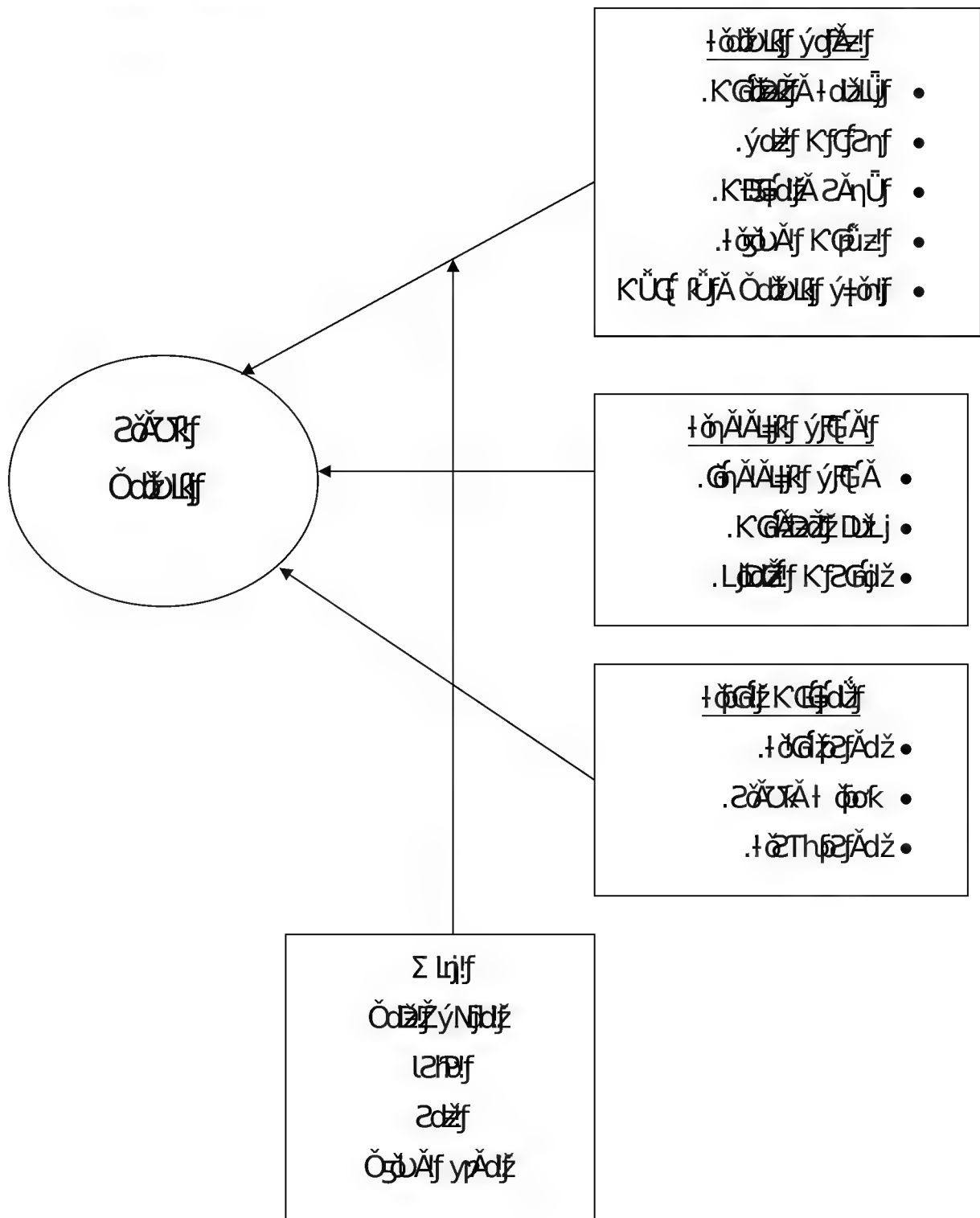
- : **हृदय** **पत्र**

+ ĉuokÜ!ùĉġzĴÀudž + ĉoġKŦĜdž! + oġ og!ŬpĂRĐjzDnĂōŬ " 'ŌđLŦf zĂŦf ĭ đđ + ĉThŦfAdžzĂŦĂ

- : $h_{\text{eff}}^{\text{eff}} \approx \frac{1}{2} h_{\text{eff}}^{\text{eff}}$

UŋfēÜŋf

hēšpēl Tŋdž



1. **INTRODUCTION** 1.1 **Background and Rationale**

1.1.1 **Background and Rationale**

1.1.1.1 **Background and Rationale**

The first part of the study is a literature review. It starts with a general overview of the field of organizational development (OD). It then moves on to a more detailed review of the literature on OD. The review is organized into three main sections: (1) Theoretical Foundations of OD, (2) Empirical Research on OD, and (3) Applications of OD. The first section discusses the theoretical foundations of OD, including the work of Kurt Lewin, Abraham Maslow, and others. The second section discusses the empirical research on OD, including studies on the effectiveness of OD interventions. The third section discusses the applications of OD, including its use in the public sector, the private sector, and the non-profit sector.

The second part of the study is a case study. It focuses on the implementation of OD in a specific organization. The case study is organized into four main sections: (1) Description of the Organization, (2) Description of the OD Intervention, (3) Evaluation of the OD Intervention, and (4) Conclusions and Recommendations. The first section describes the organization, including its history, mission, and structure. The second section describes the OD intervention, including the goals, objectives, and activities. The third section evaluates the OD intervention, including the methods used and the results achieved. The fourth section discusses the conclusions and recommendations of the study.

The third part of the study is a discussion. It discusses the findings of the study and their implications for practice and research. The discussion is organized into three main sections: (1) Summary of Findings, (2) Implications for Practice, and (3) Implications for Research. The first section summarizes the findings of the study. The second section discusses the implications of the findings for practice, including the need for further research and the importance of ongoing evaluation. The third section discusses the implications of the findings for research, including the need for more rigorous research methods and the importance of collaboration between researchers and practitioners.

The fourth part of the study is a conclusion. It summarizes the main findings of the study and provides a final statement on the importance of OD. The conclusion is organized into two main sections: (1) Summary of Findings, and (2) Final Statement. The first section summarizes the main findings of the study. The second section provides a final statement on the importance of OD, emphasizing its role in improving organizational performance and promoting social change.

- l2Gur of Y G6t fA+u6ZGzf fAnjlf +fzkÖ5L2T Gdz+u6Adž K G6ljfA
 zùözf GfzPÄ K GfzpfA+ Äohf i ZŽGZÜfÄ ÜGf Gf f6zfA+u6öbLf
 .(13 Ü004 Üfzdz) " G Nj6lj+zG6AÜPf yr Ä zÄURfA
 ÖùöbLf zÄURf z Zžt oGf LfÜK G6ZkLhž fu Gfž ZŽGfA
 Lf6žf K G6ZÖ5fÄTlžžözk+ f6og i!g2 f6žýñÜf ýÄÜ ÜPdžnj " Njfu
 - :ÄnjöbLf zÄURf Lf52 özrf fRNLhž ÄÜ+dzlžž Ö5
 .f6žf ýÄÜ ÜPdžnj .1
 NfG Rlf ž6ok i ZŽGfzpf f6fA+dzlžž Ö5Lf6žf zÄURf NjP Lhžž .2
 .+h6öžž
 . +f6f K G6Adž Ö5özf + f6og .3
 . fÄTlžž zùözf + f6og Ö5ýdzf ž252Äp i ZŽež2k .4

İ DŽEPPNJIHÖŽ2.1.2

zùözf ÄuolJÖZÄu!f f6fA Ü+öbLf f6Adžžf f6f f6f D6ö
 i R6f ÖùöbLf zùözf ÄolJž i!f K G6lžž fRn i ZŽG6lžž Ö5Öh6f
 lJR6NjyùdžyùdzG6ñ LjžÄ Ü+nj LhžfÜödz K G6f6f +njfÄdžÖ5Džö
 Lhždzlžž Lf6ž ÖfÄÜ +u6ZŽÄ lGfh6dzlžž z f6Nf i!gýÄT ÄDžG6f
 Lhžž ü!Ä.(6 Ü988 Üöf) zözf ÄolNjÄf Lhžf f6 Nf|| !h6f
 Lf üokÖ5+dzlžž f6GkÖf +u6Gf +Džf ÄNjZ Äpöž zözf Lf Džž
 Üf y6ždz zÄURf NjZ f6öi hf zùdz ÄNj ÜG6ÖDžf yr Äf zÄURf
 ýu+fG6dz U ùzhLhž üDž Lhžüdzlžž zùözf Lf6ž i!R i!g f6 ÜG
 yùöÄf Ü+öž z f6Nj y6žöbLf z f6Nj U zGk: ýdžfñfÄÖf
 K Gfzlf l2pfA ýo i ZŽpZG6i hf LjGzrf z zr Ü+öbLfžGzrf zö
 .(51 Ü990 Üfzdz)

ŘÍŠE NADĚŽ 2.2

[illegible]

[illegible]

ÜLj2Tùzjf Lp!f 2PfÄÖ5f 6o!f 2T zf Ö5YÖf Lp2özf 2h2f f!
 f6üdzf 2ùT Öf LpžùZÄh2Lj2!&+ùd2üj2Öf ÖNjÖžd2Lj2LD
 K2ùh2ÄD22ùùnföž(Miller) 2ùöžÜNjýÖLj2ÜÜ zhÖj zhöž
 .D2ÖÄ(Porter) 22ÄÄ(Milgrom & Robert)

[illegible]

(Nadler & Tushman, 1997, 26) :
.

.CǪPŭf ŌōT KLjKǤǻLǫJ LjdžÖrfÄ ÜznfZf +özf .2
frSÜU zhGür zhydKGñdz+š Dǻ lřā ž ŠĀK||!HōT |ǻ ÜLřfĀrf .3
DǻLř LřSGñrgzřčēhwZPŭ ĀDyru Üýdzf KGĀndžřogKdřǤž

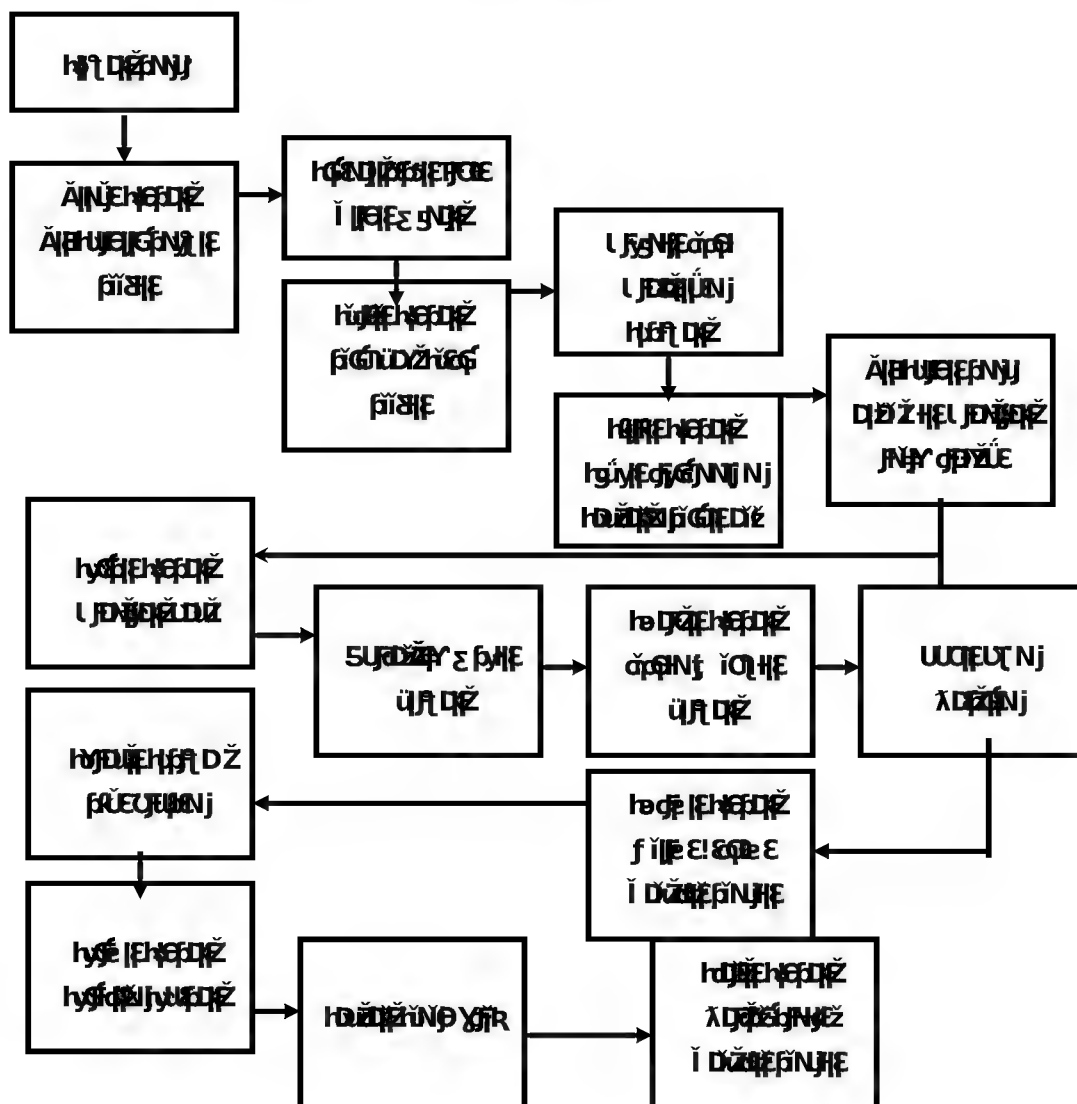
- ÜΣ 561f ĩ ẒẒ6ZŮf LhẒhýdžf ĩ ẒẒ+2GdĴĀ LĴĴf +5 ĆŮf .2
 .ĴĴĴĀ+ĴĴf LhẒhýdžf 2ŮĀ NĴĴf ĩ ẒẒ6ZŮf ĩ !9+56 Ů6
 ĩ Ĵf DĴzf DĴf LhẒhýdžf ĆŇ Ĵf DŮy+ LhẒh +dĴdž 2Gzf .3
 ĴdĴK ĴdĴdž LhẒhýdž 2ĴĀ 2ĴK Ĵf 56 Ů6 ÜK ĴdĴdž +5 ýdž
 .Ĵf NŮdž Ĵf Ĵf
 || ĴĀ Ü+dĴdž 56+Ĵ Ĵf LhẒhýdž Ĵf Ĵf Ĵf +dž ĩ ẒẒ6ZŮf .4
 Ĵf NĴK Ĵf 2PdžĴ Ĵf 56 2TĴ 2ĴK Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf LĴDĴG
 .Ĵf Ĵf
 Ĵf 56 Ĵf Ĵf 2Gzf ýdž 2ĴK Ĵf dĴdž ýPĴ 2Ĵdž Ĵf Ĵf +Ĵdž .5
 .ýdž KĴĴ Ĵf 56 Ĵf Ĵf
 +ù 56 Ů6 NĴhẒf LhẒf LhẒf Ĵf 2ĴĴĀ+Ĵf Ĵf ýdž ĩ ẒẒ6ZŮf .6
 Ĵf Ĵf KĴf Ĵf Ĵf 2 Ĵf Ĵf NĴZf Ĵf Ĵf 2Ĵf ÜLĴf || Ĵf
 2ĴK 56 Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf 56 Ĵf
 .NĴ ýdž ẒẒ dĴdž 2 Ĵf 56 56 Ĵf Ĵf Ĵf Ĵf Ĵf

Ĭ DĴfĴNĴf Ĵf NĴf Ĵf 56 2Ĵdž

Ĭ DĴfĴNĴf 56 3.2

- Ö5ÖdĴf 2Ĵf Ĵf +2Ĵdž Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf
 Ĵf NĴhẒf Ĵf Ĵf +Ĵf +ù 2Ĵf Ĵf Ĵf Ĵf +dĴdž Ĵf Ĵf +Ĵf
 ĩ ẒẒ6ZŮf Ĵf Ĵf 56 Ĵf ýPĴ 2ĴK ÖdĴf 2Ĵf LĴĴ Ü+ù Ĵf
 Ĵf Ü+ù dĴdž Ö5+2Ĵf +dĴdž +5 ýdž LĴDĴf 2Ĵf Ĵf
 .KĴdž Ĵf Ĵf Ĵf || Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf
 (31 Ü994 ÜĴf) : Ĵf Ĵf 56 ÖdĴf 2Ĵf +dž ýdž
 .Ödž NĴf Ĵf Ĵf 2Ĵf 2Ĵf +dž .1
 KĴĴf Ĵf Ü+ù Ĵf 2Ĵf ĩ ẒẒ6ZŮf Ĵf 2Ĵf 2Ĵf +dž .2
 .ÖdĴf 2Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf Ĵf

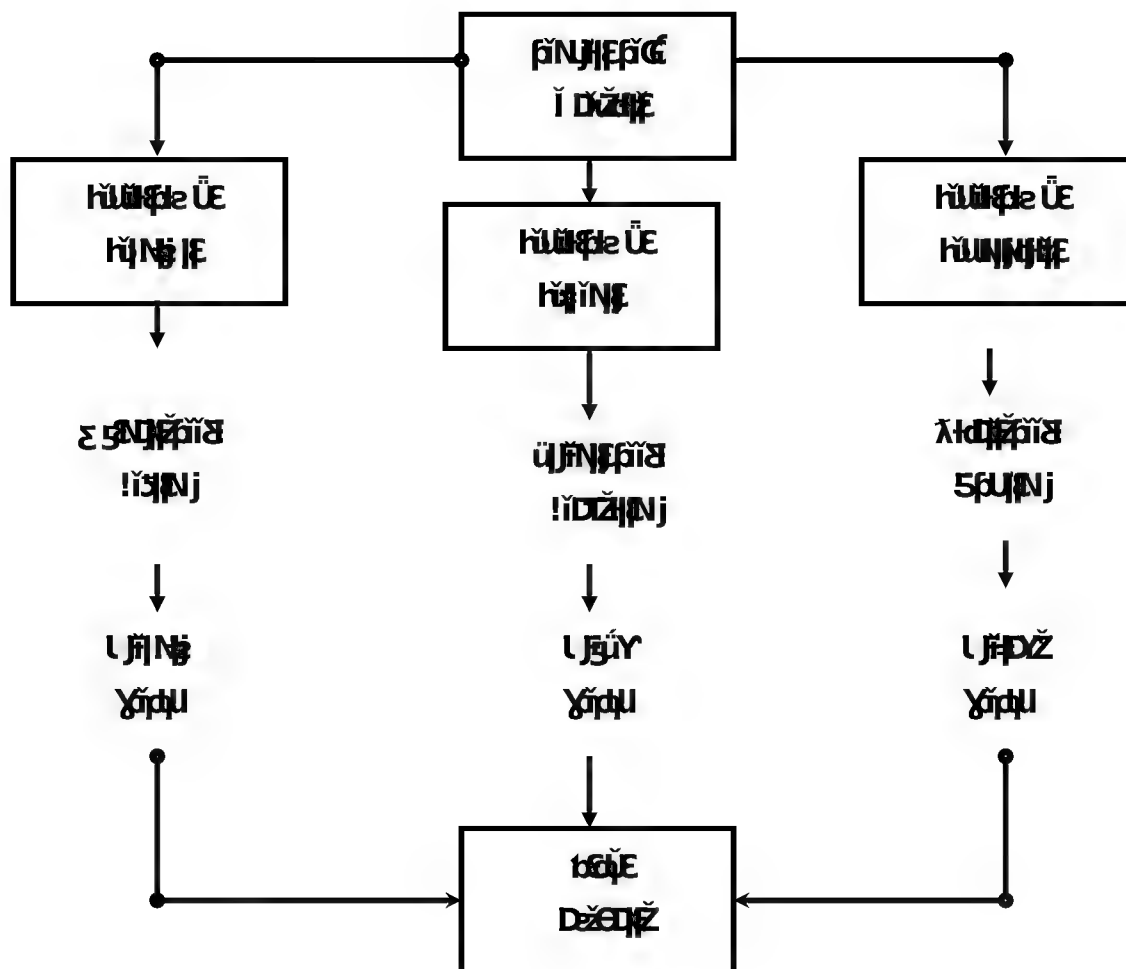
:Ööüüf zǻŮf + dǻž + dǻřf ýof zǻž ŐŮf ý†Ťf Ůr ĀĀ



(2) !၌ပျံ့ပြန့်

:ཐོད་གཤི

12pŭf tũ dŭžũ ħŭf yĀpf Őŝĩ 2pŭf zŏũ dŭžũ ħŭf (1985) dŭžpũĩ zŏžũ
.85.Ů ħŭf Ŭ48 pŭž Ŭĩ ħŭf



(3) ᐱᑦᑎᑦ

ᐱᑦᑎᑦ ᐱᑦᑎᑦ ᐱᑦᑎᑦ / ᐱᑦᑎᑦ ᐱᑦᑎᑦ ᐱᑦᑎᑦ ᐱᑦᑎᑦ

: ᐱᑦᑎᑦ

Brown, Donald R. (2006), An Experiential Approach to Organization Development. Pearson education, Inc., New Jersey. 219

(31)

[illegible]

[illegible]

Öürf +ùòdž+ùòdžf YòGŕ Ūf Lpž ĀDžf jNjZkž: **POŇEf yI** .7

.2 UǺđž|| ĀđŽ ĐŽKfzùxđž+5đ Dđķĭ ĐŽĐđđđžĐŽK
KĜŋ zđđžzōđk ĩ đđzgUǺđžy ĀđŽf đđNjxđž: HĐŽEYDNEÝđđ .8

(Russell & Taylor, :ÖùDžĖšƏpəŋz lɪNjʊdɛÄ Üt dɔlɟŋ ŐK Gʻɬ dʒ
2003, 623)

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100. 101. 102. 103. 104. 105. 106. 107. 108. 109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121. 122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132. 133. 134. 135. 136. 137. 138. 139. 140. 141. 142. 143. 144. 145. 146. 147. 148. 149. 150. 151. 152. 153. 154. 155. 156. 157. 158. 159. 160. 161. 162. 163. 164. 165. 166. 167. 168. 169. 170. 171. 172. 173. 174. 175. 176. 177. 178. 179. 180. 181. 182. 183. 184. 185. 186. 187. 188. 189. 190. 191. 192. 193. 194. 195. 196. 197. 198. 199. 200. 201. 202. 203. 204. 205. 206. 207. 208. 209. 210. 211. 212. 213. 214. 215. 216. 217. 218. 219. 220. 221. 222. 223. 224. 225. 226. 227. 228. 229. 230. 231. 232. 233. 234. 235. 236. 237. 238. 239. 240. 241. 242. 243. 244. 245. 246. 247. 248. 249. 250. 251. 252. 253. 254. 255. 256. 257. 258. 259. 260. 261. 262. 263. 264. 265. 266. 267. 268. 269. 270. 271. 272. 273. 274. 275. 276. 277. 278. 279. 280. 281. 282. 283. 284. 285. 286. 287. 288. 289. 290. 291. 292. 293. 294. 295. 296. 297. 298. 299. 300. 301. 302. 303. 304. 305. 306. 307. 308. 309. 310. 311. 312. 313. 314. 315. 316. 317. 318. 319. 320. 321. 322. 323. 324. 325. 326. 327. 328. 329. 330. 331. 332. 333. 334. 335. 336. 337. 338. 339. 340. 341. 342. 343. 344. 345. 346. 347. 348. 349. 350. 351. 352. 353. 354. 355. 356. 357. 358. 359. 360. 361. 362. 363. 364. 365. 366. 367. 368. 369. 370. 371. 372. 373. 374. 375. 376. 377. 378. 379. 380. 381. 382. 383. 384. 385. 386. 387. 388. 389. 390. 391. 392. 393. 394. 395. 396. 397. 398. 399. 400. 401. 402. 403. 404. 405. 406. 407. 408. 409. 410. 411. 412. 413. 414. 415. 416. 417. 418. 419. 420. 421. 422. 423. 424. 425. 426. 427. 428. 429. 430. 431. 432. 433. 434. 435. 436. 437. 438. 439. 440. 441. 442. 443. 444. 445. 446. 447. 448. 449. 450. 451. 452. 453. 454. 455. 456. 457. 458. 459. 460. 461. 462. 463. 464. 465. 466. 467. 468. 469. 470. 471. 472. 473. 474. 475. 476. 477. 478. 479. 480. 481. 482. 483. 484. 485. 486. 487. 488. 489. 490. 491. 492. 493. 494. 495. 496. 497. 498. 499. 500. 501. 502. 503. 504. 505. 506. 507. 508. 509. 510. 511. 512. 513. 514. 515. 516. 517. 518. 519. 520. 521. 522. 523. 524. 525. 526. 527. 528. 529. 530. 531. 532. 533. 534. 535. 536. 537. 538. 539. 540. 541. 542. 543. 544. 545. 546. 547. 548. 549. 550. 551. 552. 553. 554. 555. 556. 557. 558. 559. 560. 561. 562. 563. 564. 565. 566. 567. 568. 569. 570. 571. 572. 573. 574. 575. 576. 577. 578. 579. 580. 581. 582. 583. 584. 585. 586. 587. 588. 589. 590. 591. 592. 593. 594. 595. 596. 597. 598. 599. 600. 601. 602. 603. 604. 605. 606. 607. 608. 609. 610. 611. 612. 613. 614. 615. 616. 617. 618. 619. 620. 621. 622. 623. 624. 625. 626. 627. 628. 629. 630. 631. 632. 633. 634. 635. 636. 637. 638. 639. 640. 641. 642. 643. 644. 645. 646. 647. 648. 649. 650. 651. 652. 653. 654. 655. 656. 657. 658. 659. 660. 661. 662. 663. 664. 665. 666. 667. 668. 669. 670. 671. 672. 673. 674. 675. 676. 677. 678. 679. 680. 681. 682. 683. 684. 685. 686. 687. 688. 689. 690. 691. 692. 693. 694. 695. 696. 697. 698. 699. 700. 701. 702. 703. 704. 705. 706. 707. 708. 709. 710. 711. 712. 713. 714. 715. 716. 717. 718. 719. 720. 721. 722. 723. 724. 725. 726. 727. 728. 729. 730. 731. 732. 733. 734. 735. 736. 737. 738. 739. 740. 741. 742. 743. 744. 745. 746. 747. 748. 749. 750. 751. 752. 753. 754. 755. 756. 757. 758. 759. 760. 761. 762. 763. 764. 765. 766. 767. 768. 769. 770. 771. 772. 773. 774. 775. 776. 777. 778. 779. 780. 781. 782. 783. 784. 785. 786. 787. 788. 789. 790. 791. 792. 793. 794. 795. 796. 797. 798. 799. 800. 801. 802. 803. 804. 805. 806. 807. 808. 809. 810. 811. 812. 813. 814. 815. 816. 817. 818. 819. 820. 821. 822. 823. 824. 825. 826. 827. 828. 829. 830. 831. 832. 833. 834. 835. 836. 837. 838. 839. 840.

[illegible]

.LǝfũĀ LǝĀđŁ ħđŁ ĄđŁ yŭP ŁđžokłĀñf y†Ģđż.Ā
 .LǝĀđŁ đđŻ Y ăřĀñjłĀñĐŽđđŁ ħ oř Σ ĢĐ.ȳ
 Łđž.LǝĀđŁ KĢĀĐ ŽŃZōř Ĩ !gY ĀĐđř ĩNj2 ĩm̐: hzJē qff ĩbā .9
 .LĀđđ đđ†ù ŮPđđđĀ Z ĩrf †ou řĀKűZĢđř yŭP

ÜNj fGÄljGñk2 ùUÄdž zöpkİ !gY ÄDž fñjzö: İ 2UNfGÄ 10
 fñNjKf2GñjKfGñ Y Gñt gLdždž dÄ ÜGñGÄ dždž GñZÄ
 Lj+džGñLj2ndžÄÜGñ dñjÄGñ NjZ Lj+öÜ+ öñÄ Ü2 UÄdž
 KfGñZ Ö5Lj2ž KfGñ džGñY ÄDž fñjDž NjDž f25İ Ü
 .Gñj dñK dñ RfÄ UöPRf

İ DÄfñNjEL jñDž3.2

ÖñRf Y Gñj+dñžžP Lj2dñGñDž zöRf fñj NjKf
 LjÄÜdžY fñKÖRf Y Gñj LjÄ Ü2öRf+ fñgýñLj2ždž GñgñDž
 (33 Ü995 Ü ÄGñDž : ÖDžZöRf fñj+dñžž

+ÜDž GñgñLj2ž fñDž ÄñÜdžLjZ Ö5GñZLj2ž dñDž .1
 .ZöRf

.ZöRfLj2ž f25j Lj2DžöPRf+dñž ýÄdž Dž .2

.ZöRf+dñž GñÄ ýñDžÄ KfGñÄ+ÄDž UGñj ýGñ .3

.fññ Kf2GñY GñGñY LjZT PTj 2 ÄPRf .4

.ZöRfDžöPRf+Gñ DžÄ ýdž Uzur +5Ä .5

.ZöRf+ fñgİ Ägİ Rf f2Gñj fñZLj .6

Ü999 ÜGñDž : ÖNjÄDž dñ Ö5KfZdžLjNjÖGñZñE PñZ
 (19

İ ÜZLjÄÜdž fñZ fñ Ö5KfZdžLjNjDžYñ: +Gñj KfZdž .1

+dñDžÜDñjñ fñKfZf U zhñÄ ÄÜGñjLjññ! +Dž+ñGñf
 .+Gñj KfZ dñLjÄ GñZLj2ž LjñDñjñ KfZf Y GñÄZöRf

+ÜDž KfZdžÄ+Gñ f2Ädž Ö5KfZdžLjNjYñ: +GñKfZdž .2
 .+ñÄÄñfÄ

+ÜT Gñf LjÄñjñKfZTRf DžKfZdžLjNjLjÄ: +ÄñKfZdž .3

fñRñf äÄñ üdž zur ÄÜZñÄ+Gñf DñLjÄñ dñ zur ÄÜyDžGñ

ýÄfÄf ÄDYÖ2Ä ÜfÄ U3!fÄ ýÄfÄ Äf äÄf dŽ dZKÖfÄdž+džpÄT p.10
 .Yf ÖfžKÖfÄf fÄf Ö5

.İ çfÜf UÖf Üf 2 zu Ä Üf çfÜf fÄçf.11

DZ!ÖLÖfÄf ýpLpžÄf ýÖZÜf 2 fÖÄf İ DZÖf KÜçdžÖf.12
 .LpžÖ2 fÖÄf || DZ fÄKLpž

.+Ü fÄfÄ+Öf ödž.13

.+fÖdžÄfÖf+džpÄT p.14

L İNJELİ Zİ DZÖfNİJEL ÜYDŽ4.2

+Öfİ !g2 fÄfÄ+Öf+ÜPdžZÖf dZÖZ zÖf LpYÄf Lf dZ
 fÖÖ ÜÖf yÖ : ÖNjT Öf +ÜÄžÖkİ !gİ fÖfThÖf Kfçf
 fÖÖ LpZ Öf fÄfÄ.+džÖfYpP+Öf+Öf f Lp dZ Ä Ü+Öf
 KÜPp dZ+fÜLj ü!g(İ çfÜf çfÖf Öf yÖ Ü+Öf) KÖçPdž+fÜLj
 2 fÜf žüÖk+!Ödž !güÖf zÖf Ü(ÖfÄÜyÖfΣ 12 Ü!Öf)
 +ÜfÖf lZÜf ÖfÖf +Öf +ÖfÖf ÜfÜy 5ÜÜ lZÄT h
 25ÜkÖlZf+ÜfÖf +Öf üf ÖfÖfZÄLÖf öKÖf +Öf İNjÖf
 ýÜZÖfÄ ÜfZÜf LpÖfÜf Lpž öf fÄ Dž dZ Öf Öf
 ÖfÖfÖfÜfZÜfYÜÖKÜf dZÖf!Öf. fZÜf fÖf Lp

(35 Ü985 ÜfÄf) : ÖfZÜf+Üf+Üf ÖfÖfÖf

.+džÖfYpPÖfÖfÖfZÜf+çfÜf ý+ÖfÄDžf .1

.(LpÄfÄLpÖf) +Öf +ÖfÖfÄf zÖf .2

.+džÖfYpPÖfÖfÖfÖf .3

.ýÖf KfçfÄYÖfD .4

:ÖfÖfYÜP LpÖfÖfÖf ý+Öf ýÖf KÖf NjÄLpÖfZf dZ

(584 Ü004 Ü zLjÄÖfÖf)

.YÖf .1

- .tùǎf Kĕl dāž Ōſfjūf Σ ōfzōk .2
.Kfġfĥŭf ū hă KĝP:f zăuk .3
.KĜZĠ:f U zhT PT P .4
.Dălf lřzf .5
.tăfjūf tē+zdz:f ĀoLNĲAf .6
.tùĝĂdz fzf Āp CĕjĀoLNĲAf .7

Òù5Òùr fĀf t | 1ḡžhōLj zffūf eŭT Ūf +ōz lēhōz fĀnjf Kōō
 fĀumj Lḡ ùō ŪōùfēnfĀ ŌZōlf eŭT Ūf YĀpžmōf yŭzōz YlĀn
 Ljōk LḡLĀp +ōz pĀzōm LjžfōdžKŪōdž žžžžK Klf ĭ zffūf eŭT Ūf
 +ōōf fĀnjf DžĀ Ūōōhōf fēf žōokĭ !gĭ ž K DĀ yĭ ĀDyĀd hōōž Ljž
 KōžfĀnjf lĭNjLḡgĭ zffūf eŭT Ūf yōdžōōKfēfĀf Ljžōz fōhōōf
 ōžōžōdž Dž ĭ !gĭ ō ŪōōKfēfĀf Ljyōdž ž ō lĭĀD žžžžōōPKLĀp
 fĀumj LḡōùžōfĀ Ūōōf KōĀĀ KōōžōĀ zffūf eŭT Ūf fĀnj Lj
 zōōK yŭzōōĀf +ōōžōōēf YlĀn hōōžōōž K Dž zffūf eŭT ū! ĭ !Āf
 fēùf yŭzōōdž YlĀn ĭ žžžžK ŌōKžōō Kžž yŭhōōž fēfĀf
 zōōhōōf LjžhōōPōōž zffūf eŭT Ūf fĀnj LḡyĀf || !f Ljōō Ūf zffūf
 (258 Ū996 Ūōž) +ōōf yōžf

[illegible]

Ljž ĽčĴýŕǺǾđ ÅřĂ Ůĩ Ätј ý†Th!ÄDŽzřůf zGñlf çřDČk.1
.† čokř ýňĐ

†ùǒǎf NǐZùhCàur Òù5LǔÀùdǝLǐž žfúf zǓŋf KǓǓof pǒk.2
.Ǔzǎf Σ DǝǎPǐǒǑf †ǒǓ fǔǎ†žǓǔǕ KǓǓǓ!ǎ

ěřđ !g2dž ĀĀ Ůycřndž ý+ŌĀ Đžydž|šAdžč QfĀĀ Dłřđ f .1
.+ōđĀ+ōzřf+ōžžžčkŌřf+ōđř đř LđžZđždŽĀň ĭ!g

[illegible]

3. $\frac{1}{2} \log \frac{1}{2}$

4. 5. 2019

.Lḡḏḗž Zǫ Lḡḏḗž ḡḡz Č5Džr kḡḏḗž ydž .Lḡḏḗž Lḡḏḗž Y Čǫ .5

[illegible]

(585 Ů004 Ů zLzjĀ ŐĀǎ!f) :ŎŏřřýřKŮŕdž

† ffoŋ f ĭ ~~Ẃ~~ K ~~Ō~~ † ō ǰōp ~~Ǫ~~ ~~Ǫ~~ ǰǰ yǫǫǰ f r ĩ ŋ dǻ o ĩ K ~~Ō~~ ǰ : ǰ ǻ p . 1

ÜDž90 DžZ Ůu5+ùdžž+ùdžžPif LfĀč Ů5+čTh6fĀžž+čĀžž=2dž

[illegible]

.Ž.Āđž5004) 66|| 26 ŌččK Nđđh (1009) Dđ02 Dž + dđ f LfĀč

Ludžin čislo fí dža-o! Kdž:+čja-o! Kŕ daž gpa ošz

GfD G'oh u| Dž ZōG zdž yur Ā + č p f + ō d Ž b z f + d l g ž f z n

.YǎT dǐ fǎ Nǐ yǒu Dǎ Ů tǒu fǎo! fǎ Kǒu dǎ

~~G~~d~~e~~n~~j~~ yGndzfrnjdžof Kdžj:KfđnŮ Ůđ hǎ KG dđ!f zǎUk.3

LfÀùö: ÖùNjìùóǺø KĜmŋ (10) ŐKřfçŋŮř ů ħoKdǻ Üžòþ

[illegible]

ÜGdZ Gdnf lz2Ä ÜKüùT fAdZ lz2Ä Üýz! lz2Ä ÜZG! f

.ýřf lǝǝÄ Ů őđŕű ĽāT!f lǝǝÄ

Ludž ǪǪ Ā Y ĀDǪ f n j KǪ Ā f t Ā K p d Z : K G G f U zh t p t p .4

ĭ ùǝǝ ĠPıf YǪıf yǝTkýŭP Lǝǝ ʒfǝǞǞı ǫǫ ǫǫ eŭT Ũf yǫǞǞ

L0 okZ pñhčf řůř + UTŮřĀř 5 52dž l2řo Ő52řD2Ā6 ýdžk

.KḪḪ!f

Ljǎu č ydž ħuǎdž Ljǎč Nčžǐ DŽpT !f ħr ħu dǎo!f K DŽ : DžUf lčž .5
LǎuT LjZ ýǎč džǎNjLǎč +ǎpž +čP!f Ljǎč ħfǎzǎ Ğ Ğ5+zhǎž
ǐ RǔUf zǎ Ğ ħf + Dǎj lčž YǎT dǎ Nčžǐ DŽK DŽ Ğž Ŭ ħf ħf zǎ Ğ
lčž Nčž ħǎNj ħfǎ Nčž ħ5+ DŽf ǎǎ!f Ŭ ĞPK lčž Nčž ħy dǎ!ǎDŽ
. +!ǎDŽ RǔUf zǎ Ğ ħfǎ + DŽf ǎǎ!f + Dǎj
z ħf z dž čǎkǐ DŽpT !f ħr ħu dǎo!f K DŽ : + ħf ħf + čf z džf Ć L Nj Ćf .6
+ ũ čP!f Dǎk + DŽ ýǎ ħy N L ħ K Ğ5 džǐ DŽǎ!ǎf K ħf zǎ Ć5+ čP!f
. + Ŭ Ğž || DŽ5 L ħ ħ DŽ ħf ħf + DŽ Ŭ ǎǎ
y ũ Ćǐ DŽž džf Dž + č džf Ŭ Ğf y ũ Ć Σ Ğ + č Ğ dž ħf ħf ħf
Ŭ Ć Dǎ Ŭ ħf ħf ħf + DŽf ǎǎ!f Ć + ǎpž + čP!f K Ğ dž + Dǎ dž dǎp
+ ũ Ŭ ħ ũ Ć dǎ džf K Ğ dž || Ć ħf z ħf dž dž dž K Ğ dž || Ć ħ
. + ǎpž + čP!f Ljǎč + č dž

Č. 4.2

(583 Ü004 Ü zlfjÄ ÖÄzlj) :ÖÖÖÖýofzdzljNjč ÖPÖZpÄ
KzùzÄ Ü(1960- 1950) Ljndžzgf ljNjpdžÜÜÜfÄ Σ q Öf +DŽdž.1
.+žfj +čorf ĩ lpfÄý+Öf ΣljDyr Äĭ ÖZ
KqžfÄ Ü(1970- 1960) Ljndžzgf ljNjpdžÜÜÜfÄ Ädf +DŽdž.2
Ü+Öf ùpf Ü+ùžžÜ) +ùžž+ÜÜf zÄÖ ÖÄo!f ÖÄÜÖ
.Zùžf ÄnjÄ+ùžf KÖÖZLzpfÄÜÜPkýŸP Ljž+ÖfÄ
KzùÖÄ Ü(1980- 1970) Ljndžzgf ljNjpdžÜÜÜÜf lpf +DŽdž.3
Ljdžž+o!f zGnjf ÖÖÖžf ZùÄf ĩ !gNjžf +ÖÄo!f Änj!Ö
.+Öžžf Önfzlj zÄÜljž q ÖýŸP
Kqžf Ü(1990- 1980) Ljndžzgf ljNjpdžÜÜÜÄnjf Kfžžf +DŽdž.4
Kfžžf +fùogz pf ùöf Hf ZùÄf z fNpÄÄ Äü DžžljNj

Ö.G.R.G. 2004 ÜÖÄÜZ!f) : ÖDZÖYdZf lJNjYdZÄ ÜKÖÄf Ö5ZÖURf
(611

Ö.Ö.Üf Zpü!Gü LokÜÄ+our fÄ+öndZg! !gZÖURf fÄnj fÄ kÜ .1
. Yl Gfz

Σ öZf ZÄodZ lZÖZGÜ Ü5YöZf İ ZZÖp yfThZÖURf fÄnj zHek .2
.LjüAdZlGf yZ Ö5NjGf gÄNjZSİ !gZULf LjZÖURf fÄnj!

.Öl dZf fÄf Σ G! +ZÄur ÄdZöZdZÄÄDZ .3

.+öen!fÄ+GfLj fÄ !gÄnjf lJNjYÄur PÄZÖURf fÄnj ydZkDZ .4

äÄÜ üdZİ !gZÖURf KÖÄf Ö5ZÖURf fÄnjhDZLj äÄÜ dZfZf DZ .5
.+dZf KÖPif LjZjZ dZİ ZZNjGfZfjÖ5YÄDZf

LjZÖURf fÄnj İ ZZjZDZlGf KfZnfÄ ÖdZf yDf fPDZ .6
.ZÖZf

hÖf lEl Je fDf5.2

yGdZf KÖLjZÖSİ dZfZf ZÖURf fÄnj KÖfZf LjZöZf K!Äf
ZÖURf KÖDZ KünjÄ ÖÜf yfGdZ KÖZdZ jZpöK+dZfÄ+T fÄf
U üzhYÄGfLj ÄÜ Ä jZpöK+dZfÄ+T fÄf yGdZf KÖLjZÖSÖdZf
.KÖfZf

hÖf lEl Je fDf1.5.2

ÜKÖÄf İ 5İ ZfjZf ZÖURf fÄnj " LjZjZ(2004 ÜÖÄÜZ!f) fZf
KfZfjÄKfZfÄf ydZ İ 5İ ZfjZf eÜT Üf fÄnj DZkİ !gZfZf lJNjKfNj
ZüZÜ İ üZKfÄUP LjZfZf GZ GfYÜP LjZÖÄf İ 5+öÄo!f KÖnfÄ
KÖüÜT Üf RÜGfLjZpZf İ ZZZ ZfZ ||!fÄÜ ZfjZf ZÖURfÄ eÜT Üf
+ZÜÄ Ü+Gf fÄfÄ+Gf fÄf UÄZ f Dp ydZKfZöZf U zhLjÄ+ZfjZf
.+üGZÄdZf ydZf İ !gZf ÜGfGfLjZf dZfZf lZnfÄ Ünjf ydZ

K2G7f pĀ. LjZGlf Ō5L2fūf + ōc ŌlĀoLj|| zorf Ōr Āk+Ō f2p+!Ō ĭ DZ
 .ýdĀ ý†ThNĀ5LĀkLf Lj+čŪ zōĀf + ŌDZ Lf ĭ !gĭ f2pf NĀLj

ýĀorf :+dĀlĀž ČĭDĀŋž LjĀzh (Peter Love et al., 2004) ĭ f2p
 .lĀūnf DĀŋž dĀūdzf zULj nĀ ŪdĀlĀž fēT ĭ DZýĀorf Ūŋŋfē Ūf
 ýĀorf ýdžŋžf Lj+čŪDZōDĀŋž zōŪf Ū f2f ĭ !gĭ f2pf lĀNjKŋNj
 Ōū5Ūdzf zULj nĀ ĭ DZpĀžŪĀ+dĀlĀž fēT ĭ DZýĀorfĀ Ōŋŋfē Ūf
 ĭ ù!gĭ f2pf lĀNjKŋZĀk pĀ. Ōfēf Ō5lĀnf ĭ DZžēzĀ ŪzōĀf + fōg
 zūTŋž†Tūhŋk ŪĀ ŪĀĀorf lĀNjŋdžŋhēdž Nĭ ŌŪf zT Ōfē ēzēf
 .ŌjōkLj+čŪŌf l2nf +žĀĀ zĭdĀŋž+dĀlĀž Dŋhu

.'zōĀf KŌĀ dž +dĀf l2fūf ēŭT g" LjĀzh (Wise, 2001) ĭ f2p
 Ōpōkā fōž zōĀf Ō5KŌlĀž ŌpKŌf ýfŋf Lŋ ū !gĭ f2pf lĀNjKŋNj
 KŌž Āk pĀ. Ōfēf Ō5ŌĀoŋf ēŭT Ūf z zULj ŋdžf l2fūf lĀk
 l2ĀĀ NĭpĀŋĀ+!fēf ýdžōĀf KŌz Ō5ýdžf Ū zhēD !gĭ f2pf
 Ō5ĭ zĭf zōĀf ēŭT Ūf ýŋdžŌ+ŋf l2ŋž ŌDKŌzōdž ŌĀĀŋf
 .+ŌĀoŋf KŌŌ dē

:ŌĀoŋf YŌlf ýŋTKlŋž" LjĀzh (Brundley et .al, 1999) ĭ f2p
 KdžŌf ĭ zĭf ēŭT Ūf KŌž KĀŌŌf .ĭ zĭf ēŭT Ūf zē Ō Σ Ō
 Ljž KŌž Ū zĀĀ ŪĀĀ ŌzĀŋž +ŪĀ +ēzēf KŌĀf z pēzŌ5
 Ūūdzf KŪŋdžLj dž pēzŋžŋž (93) Ō5+ŌĀoŋf l2nĭf KŌNj zōdž
 ŌnĭŋdžKfzĭf āŋ KŌžpĀŋhēk ēŭT Ūf pĀnĭ Lĭ !gKŋZĀ
 .+Ōŋŋfēf gĭ !gēfēk ŪĀ

+ūŌžzēf lĀf pēdž LjĀzh (Nadler, Tushman, 1990) ĭ f2p
 zūzēf Lĭ ù!gĭ f2pf zĀk+ ō :lĀdž KŪŌf Ō5." Ōŋŋf zōĀf
 ŌŋpĀf - Ōŋŋfē ŪzōĀf :ŌNj pēzŋž ū DZĀŋŌLj+čŪŌŋŋf
 Lĭ ūŋŌŪNjŋŋf zōĀf z fŋ. Straegic vs. Incremental Change
 pĀnĀdž Ōnĭŋŋž+dĀlĀž+ŋŋfē Ū Ōž zōŪf Ljž LjĀ ŪdĀlĀž lĀ

†džldžLDnoljĀ ūōdž zč || zĀKjcfangLdžōōGžpžK† ōhūōōōDž
 Džpī džLDžōĀ zōōrf yōž Ō5cfpđžl2GđžōĀ ūōōrf yōž Ō5Chlđ
 .yhđ dž Ō5ā zPDKfzōōkyōž Ljōžf

: hđē |ēl jē fđēDžhō fđēLPj ĤDžDž5.2

Ōu5Gjuf zžf DžĀ ŌuRf †hđf Kcfzpf ydžōGf f f zpf Kñjfk
 † ūō Ljđ DžDžKzōōōōf ūñfzōā KŪGdā ŌōōLf zōōrf YĀr Ādž
 GñōkDžKŪGdžLđ žf yā gĀ+ā ĀT PhKĀr Āđž lñjK!Āf Gñ
 zōōrf KfōĀ fñj yōōh f zpf lñjKfzpf||!Rī f †G ūōf Ɔ y†Thu
 zžhđ ūōž zžž zžžf †!ĀGdā ūōāf †!Āp Ō5Ōdāo f zGñf Ō5ŌōōLf
 .ŌōōLf zōōrf fñj Džžfjō 2 |kōrf y†GdžĀ KĀzdž
 GñĀf Ōu5†hđ ūf Kcfzpf ū zh ydžē hđk†ōGf f f zpf Lf
 lñnj yĀdž!Gž T k f f zpf lñjLj ūō ūōōLf zōōrf KĀzdā Kŭ†Tdž
 Gñđžkī !g†G gŪōōōLf zōōrf fñj! Ōž y†ĀfĀ †Āō GžKĀzdž
 Ōu5KfzpfōĀ ŌōōLf zōōrf KŪGdžŭP LjKĀzdž lñj džĀr f
 lžñjŭf Ōu5ŌōōLf zōōrf KfōĀ džK|ŭ f f zpf lñjLj Gž Gñ!Gdž
 Ljž f f zpf lñjzōōGžĀ ūĀTlđž zōōrf KĀžhō džž ŌĀ ūōāo f
 .†hđf Kcfzpf

KIRKUT 3E !IDZINJUNJZ

həfdehūmž.3

- :Ödžt ohjNnjdžLžjnjidžpRf ĩ dZt f2pf lRnjDk
tùpžzf KfRKGōf DāNU f2z Ī :Ödžt ÖT Āf Nnjdž - D
+|fēuf Kēf2pf ||!ĤĀ ljozfĀ Npždž Ödžuf zōRf dZpž
Yùlōf tōzK ||!RLjōzōžKēfĀ yōž U zhcfngydž
.f f2pf Ldž 2Uf
Ldžlōf Ylōf tōzK NpžpRf dĀ Ā:Öpžt ohjNnjdž Y
f f2pf Kēf 25tōT 200f Npž LdžĀGĻ ĤĀ Ūf f2pf lRnj
Ī ùdždžf yūP Ldžjōf ūPR ĤĀ Ĥfōf kĪ dZlōfĀ
tùdž KfĀUPDžĀ f f2pf lRnjU f2Ī Ĥfōf KdžNpžf
.Ĥdž 2Gdž

:həfdehūmž.3

KfōōĀ Ö5Ödžuf zōRf tōž dĀkĪ !g2 fRkf f2pf Lpž
LdžĀfōf f2pf ydždž pŪKĀf +!ĤhōĀf zōf Ö5Ödžuf zōRf
Kŭlōf yūP Ldž f2pf ydždžT σ DžĀ KfōĀf lRnjÖ5Ldžf ydž
Eùdž ō Ödžuf zōRf KfōĀ Ö5Ldžf ydž oēf f2pf Ōf tĀ PTf
.2 UĀdž 195) Ldžf fōùùZ
Üyùdž f2dž dZKēf Ūf KZzĀ Üyùf f2pf ydždž dZ
Kfōf ĤÜyùdž Dž Ldž%97.95) NpžLdžf (191) Ĥf2f 5
tōf ùf Kēf Ūf fōZ Of ||!ĤÜyùdžfōf dZ Kēf (5)
.f f2pf ydždž Ldž%95.38) NpžLdž!Ĥpždžf (186) yōž

Öù5+ùèþþf KÖÄ dž+šf ýöðÖÖ5f fþþf ÖÖLj fþþf lþNjZ þZÄ
 LjžÖÄ KfZÄT RhÄZP:f Ĩ !gĭ þöÖÖKÖÄf+!ÄhÖÖÖLj zÖÖrf KfþÖÄ
 .ÖÖÖLj zÖÖrf NjZHLZ +èþþf KÖÄ dž2 ÖÖZž

:hè þðfYÖ3.3

þÄjÄ Ängž žULj YþŸ Ĩ ŽžÖZÜÖf fþþf lþÖÖÖh öÖÖÖ
 Öù5+èþþf KÖÄ Ÿf LjžÖÄ Ĩ ŽžÜÜŸ Ĩ !gĭ gÜÖÖLj zÖÖrf
 ÖÖÖhyÖZž fþþf 2 þNjþ öÖK fþþf YÄr ÄdžÖhZž+|hÖf KÖfþþf
 zÖÖKÖÖÖZÄ þÄ ÜKÖÄf+!ÄhÖÖÖf zÖÖhÖf ÖÖÖÖLj zÖÖrf þÄnj
 :Ljþ Ĩ Žžf fþþf lþÖÖÖÄ ÜÄÖhZž+þþyðžžf džÄKf+Ljþ Ÿf
 Öù5LjžÖf LZ +öÖÄfÄ+ö PT:f KÖÖyðž f T P :ýÄŸ ÖÖhÖf
 žüdzÄ+öž lzhÄ ÖÖÖ äÄ dž Ĩ ŽžÖÄ ÖÖÖLj zÖÖrf KfþÖÄ
 .ÖÖÄf yÄjÄ Σ lþjÄ

ÖÖÖLj zÖÖrf +öž ÖÖK f T P þ5Njþ Ÿf LjžÖÖf ÖÖhÖf
 ÖÖÖLj zÖÖrGh|öž fþþf Kfžödzöž ÖÖK+ÖÖ Kfj5Ljž þ
 Ĩ ùžþüdzž(+ùöÖf KÖÖÖdž ÜöÄÄþf ýÖÄf ÜöÖLj ýÖÄf)
 ÜÄf) fþþf ÜÖ94 ÜÖÖf) fþþf Ü1995 ÜÄf +ùŸf þþ
 Ĩ þŸ ÖÖf (Likert Kžþ) Σ Ödžþ džf fþþf lþf zÖÖKÖÖ(1994
 :ÖÖf ÄÖLj Ĩ ŽžKfjþ || ÖžfÄÖŸ þö

(KÖþ5) ýÖÄ (þh lžþ+þþþ þÖ) .1

(KÖþ4) ýÖÄ (lžþ+þþþ þÖ) .2

(KÖþ3) ýÖÄ (+Ü Ädžþþþ þÖ) .3

(þþþ2) ýÖÄ (+öžþþþ þÖ) .4

(þþþ1) ýÖÄ (žÜŸ Ĩ Žž þÖ) .5

žöjÄ+öž Kfžödzöž ýÖK (38) +Ljþ Ÿf Kfj5KzÄ þÄ

- :ÖÖf ÄÖLj Ĩ Žž!ÄÜyÖf

1.4. **Uprava** **pro**

1.4. **Uprava**

1.4.1. **Uprava** je jedna z hlavních složek řízení organizace. Její úkolem je zabezpečit, aby všechny činnosti organizace probíhaly hladce a efektivně. Uprava se zabývá především tím, jakým způsobem mají být provedeny všechny rozhodnutí, která jsou přijata v organizaci. Uprava také sleduje, zda jsou tyto rozhodnutí prováděna v souladu s plánem a zda jsou dosaženy požadované výsledky.

1.4.2. **Uprava** je rozdělena na několik úrovní. Nejvyšší úroveň představuje řízení organizace jako celku. Níže pak následují řízení jednotlivých oddělení a řízení konkrétních pracovníků.

| | |
|--------|------------|
| Uprava | 3.5 |
| Uprava | 3.49 - 2.5 |
| Uprava | 2.49 - 1 |

1.4.3. **Uprava** je velmi důležitou součástí řízení organizace. Bez ní by nebylo možné efektivně řídit organizaci. Uprava se zabývá především tím, jakým způsobem mají být provedeny všechny rozhodnutí, která jsou přijata v organizaci. Uprava také sleduje, zda jsou tyto rozhodnutí prováděna v souladu s plánem a zda jsou dosaženy požadované výsledky.

All Rights Reserved - Library of University of Jordan - Center of Thesis Deposit

Ü31 Ü34 Ü32 Ü33) Kf2ùlf Lpùr ùröüögdžfNjKf2l5ýdžž
 fùöNpA(3.49- 3.21) LpüGfAžKÖfσ U ĀdzdžYf2džKlōž (35

4.2.2.4. F test results

The results of the F test are presented in Table 4.2.2.4. The results show that the F test is significant at the 0.05 level of significance. The results of the F test are presented in Table 4.2.2.4. The results show that the F test is significant at the 0.05 level of significance.

Table 4.2.2.4. Analysis Of variance. The results of the F test are presented in Table 4.2.2.4. The results show that the F test is significant at the 0.05 level of significance.

| Analysis Of variance | | | | | |
|----------------------|----------------|----------------|----------------|----------------|----------------|
| F test results | | | | | |
| F | F test results | F test results | F test results | F test results | F test results |
| *0.000 | 43.773 | 13.190 | 5 | 65.951 | 2.21 |
| | | 0.301 | 180 | 54.240 | 0.549 |
| | | | 185 | 120.191 | 0.549 |

(0.05 = α) F test results are significant at the 0.05 level of significance.

0.549 = (R^2) F test results are significant at the 0.05 level of significance.

2.21 = (180 \bar{U}) F test results are significant at the 0.05 level of significance.

The results of the F test are presented in Table 4.2.2.4. The results show that the F test is significant at the 0.05 level of significance. The results of the F test are presented in Table 4.2.2.4. The results show that the F test is significant at the 0.05 level of significance.

(9) $y \check{A} b$

Küddäzdzgäz (9) ýÄñf Ö5p2Äf + 9f oŰ NfÄf LpZ 9f
 2ÄñŰf ÜK G d2Äf + üdZŰf) + pZüdz Kf2g dZ Lp(t) 20pÄ Ü(Beta)
 2Äñf Ö520Äf (KÜf RfÄ ÖdŰf ýñf ÜgöÄf Kpüzf ÜKpZÄ
 Ü.297 Ü.147) Kf2g dZ Lpñj (Beta) Küddäzdzgäz +!ÜñÜdŰf
 +üZg +üöÄñf GñpZ LpZ +h odZ(t) DpYgZ ||!Ä(290 Ü0.254
 .(0.05 = α) +!Üp äÄ dZ (1.645)

All Rights Reserved - Library of Jordan - Center of Thesis Deposit

ÜßE NĤŮT O E H Ŭ N F J f c d n j Ů : L Ğ Ä R t d ĭ ĵ ű E h ũ p e
Ä o r (D ĭ Ĵ y e l f b n ů l j e n ě ě u d ō ģ u n m ħ ē ſ e N) h ũ n m ħ ē
İ D Ğ Ć P N Ħ E

Analysis Of variance) χ^2 test for independence

(11) $y\check{A}b\eta$

Analysis Of variance)

| F | F | K | Y | Z |
|--------|--------|--------|-----|---------|
| F | H | K | H | K |
| *0.000 | 46.489 | 17.381 | 3 | 52.144 |
| | | 0.374 | 182 | 68.047 |
| | | | 185 | 120.191 |

(0.05=α) t!Üpf äÄř dž ~~žž~~řř ogt!ŮpKř*

0.434 = (R²) přibližně

$$2.60 = (182 \text{ } \ddot{U}) + \ddot{a} \sigma K G \ddot{a} (0.05 = \alpha) + \ddot{U} f \ddot{a} \ddot{A} \ddot{d} \ddot{z} + \ddot{A} m f (F) + \ddot{d}$$
[illegible]

(12) $\gamma_{\text{A}\eta}$

$\ddot{U}\ddot{G}\ddot{A}\ddot{A}\ddot{H}\ddot{f}\ddot{y}\ddot{r}\ddot{A}) + \ddot{P}\ddot{Z}\ddot{d}\ddot{z}\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}\ddot{L}\ddot{b}(t) \ddot{P}\ddot{Z}\ddot{d}\ddot{z}\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}\ddot{L}\ddot{b}(t) \ddot{y}\ddot{d}\ddot{Z}\ddot{N}\ddot{r}\ddot{L}\ddot{j}$
 $\ddot{O}\ddot{d}\ddot{d}\ddot{L}\ddot{f}\ddot{z}\ddot{A}\ddot{r}\ddot{f}\ddot{O}\ddot{S}(\ddot{L}\ddot{b}\ddot{Z}\ddot{f}\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}\ddot{K}\ddot{G}\ddot{A}\ddot{z}\ddot{d}\ddot{z}\ddot{D}\ddot{L}\ddot{j}$

| $\ddot{t} \ddot{U}\ddot{p}\ddot{a}\ddot{A}\ddot{r}\ddot{d}\ddot{z}$ \ddot{t} | $\ddot{t} \ddot{d}\ddot{p}$ $\ddot{t} \ddot{A}\ddot{d}\ddot{d}\ddot{z}$ | Beta | $\ddot{y}\ddot{d}\ddot{Z}\ddot{N}\ddot{r}\ddot{L}\ddot{j}$ | B | $\ddot{t} \ddot{P}\ddot{Z}\ddot{d}\ddot{z}\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}$ |
|---|--|-------|--|-------|---|
| *0.000 | 3.790 | 0.320 | 0.090 | 0.342 | $\ddot{G}\ddot{A}\ddot{A}\ddot{H}\ddot{f}\ddot{y}\ddot{r}\ddot{A}$ |
| *0.005 | 2.815 | 0.257 | 0.091 | 0.255 | $\ddot{K}\ddot{G}\ddot{A}\ddot{z}\ddot{d}\ddot{z}\ddot{D}\ddot{L}\ddot{j}$ |
| 0.086 | 1.524 | 0.153 | 0.089 | 0.153 | $\ddot{L}\ddot{b}\ddot{Z}\ddot{f}\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}$ |

$(0.05 = \alpha) \ddot{t} \ddot{U}\ddot{p}\ddot{a}\ddot{A}\ddot{r}\ddot{d}\ddot{z} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{O}\ddot{g}\ddot{t} \ddot{U}\ddot{p}\ddot{K}\ddot{f}\ddot{r}^*$
 $1.645 = (0.05 = \alpha) \ddot{t} \ddot{U}\ddot{p}\ddot{a}\ddot{A}\ddot{r}\ddot{d}\ddot{z} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{t} \ddot{d}\ddot{p}\ddot{f}(T) \ddot{t} \ddot{d}\ddot{p}$

$\ddot{K}\ddot{u}\ddot{d}\ddot{Z}\ddot{d}\ddot{z}\ddot{L}\ddot{b}\ddot{Z}\ddot{P}\ddot{A}\ddot{f}\ddot{t}\ddot{O}\ddot{g}\ddot{t}\ddot{N}\ddot{r}\ddot{L}\ddot{j}\ddot{L}\ddot{b}\ddot{Z}\ddot{P}\ddot{A}\ddot{f}$
 $(\ddot{K}\ddot{G}\ddot{A}\ddot{z}\ddot{d}\ddot{z}\ddot{D}\ddot{L}\ddot{j}\ddot{G}\ddot{A}\ddot{A}\ddot{H}\ddot{f}\ddot{y}\ddot{r}\ddot{A}) + \ddot{P}\ddot{Z}\ddot{d}\ddot{z}\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}\ddot{L}\ddot{b}(t) \ddot{P}\ddot{Z}\ddot{d}\ddot{z}\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}\ddot{L}\ddot{b}(t)$
 $\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}\ddot{L}\ddot{b}\ddot{Z}\ddot{f}\ddot{N}\ddot{r}\ddot{L}\ddot{j}(\text{Beta}) \ddot{K}\ddot{u}\ddot{d}\ddot{Z}\ddot{d}\ddot{z}\ddot{L}\ddot{b}\ddot{Z}\ddot{P}\ddot{A}\ddot{f} \ddot{t} \ddot{U}\ddot{p}\ddot{a}\ddot{A}\ddot{r}\ddot{d}\ddot{z} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{O}\ddot{S} \ddot{z}\ddot{A}\ddot{r}\ddot{f}\ddot{O}\ddot{S}$
 $\ddot{t} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{t} \ddot{d}\ddot{p}\ddot{f} \ddot{G}\ddot{m}\ddot{p}\ddot{L}\ddot{f} \ddot{t} \ddot{A}\ddot{d}\ddot{d}\ddot{z}(t) \ddot{D}\ddot{Z}\ddot{Y}\ddot{r}\ddot{f} \parallel \ddot{t} \ddot{A}(0.257 \ddot{U} 0.320)$
 $.(0.05 = \alpha) \ddot{t} \ddot{U}\ddot{p}\ddot{a}\ddot{A}\ddot{r}\ddot{d}\ddot{z} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} (1.645)$

$\ddot{O}\ddot{S} \ddot{z}\ddot{A}\ddot{r}\ddot{f} \ddot{N}\ddot{r}\ddot{L}\ddot{j} \ddot{O} (\ddot{L}\ddot{b}\ddot{Z}\ddot{f}\ddot{K}\ddot{f}\ddot{z}\ddot{g}\ddot{d}\ddot{z}\ddot{y}\ddot{r}\ddot{L} \ddot{d}\ddot{z} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{L}\ddot{f} \ddot{y}\ddot{A}\ddot{H}\ddot{f} \ddot{L}\ddot{b}\ddot{Z}\ddot{P}\ddot{A}\ddot{f})$
 $(t) \ddot{t} \ddot{d}\ddot{p}\ddot{f} (0.153) \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{L}\ddot{b}\ddot{Z}\ddot{f}\ddot{N}\ddot{r}\ddot{L}\ddot{j}(\text{Beta}) \ddot{y}\ddot{d}\ddot{Z}\ddot{N}\ddot{r}\ddot{L}\ddot{j} \ddot{O} \ddot{U}\ddot{d}\ddot{d}\ddot{L}\ddot{f} \ddot{z}\ddot{A}\ddot{r}\ddot{f}$
 $\ddot{t} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} (1.645) \ddot{t} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{t} \ddot{d}\ddot{p}\ddot{f} \ddot{G}\ddot{m}\ddot{p}\ddot{L}\ddot{f} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} (1.524) \ddot{t} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{t} \ddot{A}\ddot{d}\ddot{d}\ddot{z}$
 $.(0.05 = \alpha) \ddot{t} \ddot{U}\ddot{p}\ddot{a}\ddot{A}\ddot{r}\ddot{d}\ddot{z}$

: $\ddot{O}\ddot{d}\ddot{d}\ddot{L}\ddot{f}\ddot{z}\ddot{A}\ddot{r}\ddot{f}\ddot{O}\ddot{S}\ddot{t}\ddot{N}\ddot{r}\ddot{L}\ddot{j}$

$\ddot{A}\ddot{r}\ddot{D}\ddot{Z}\ddot{N}\ddot{r}\ddot{L}\ddot{j} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{N}\ddot{r}\ddot{L}\ddot{j} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{L}\ddot{f} \ddot{O}\ddot{g}\ddot{t} \ddot{t} \ddot{O}\ddot{g}\ddot{t} \ddot{L}\ddot{f} \ddot{t} \ddot{O}\ddot{g}\ddot{t} \ddot{U} \ddot{S} .1$
 $\ddot{D}\ddot{Z}\ddot{L}\ddot{j} \ddot{G}\ddot{A}\ddot{A}\ddot{H}\ddot{f}\ddot{y}\ddot{r}\ddot{A} \ddot{A}) + \ddot{G}\ddot{A}\ddot{A}\ddot{H}\ddot{f}\ddot{y}\ddot{r}\ddot{A} \ddot{D}\ddot{Z}\ddot{N}\ddot{r}\ddot{L}\ddot{j} \ddot{O}\ddot{g}\ddot{t} \ddot{U}\ddot{p}$
 $\ddot{O}\ddot{u}\ddot{r}\ddot{f} \ddot{t} \ddot{O}\ddot{g}\ddot{t} \ddot{t} \ddot{O}\ddot{g}\ddot{t} \ddot{y}\ddot{A}\ddot{H} \ddot{U}\ddot{O}\ddot{d}\ddot{d}\ddot{L}\ddot{f} \ddot{z}\ddot{A}\ddot{r}\ddot{f} \ddot{I} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{K}\ddot{G}\ddot{A}\ddot{z}\ddot{d}\ddot{z}$
 $\ddot{t} \ddot{U}\ddot{p} \ddot{A}\ddot{r}\ddot{D}\ddot{Z}\ddot{N}\ddot{r}\ddot{L}\ddot{j} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{L}\ddot{f} \ddot{O}\ddot{g}\ddot{t} \ddot{U}\ddot{p} \ddot{A}\ddot{r}\ddot{D}\ddot{Z}\ddot{N}\ddot{r}\ddot{L}\ddot{j} \ddot{I} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{L}\ddot{f}$
 $.\ddot{O}\ddot{d}\ddot{d}\ddot{L}\ddot{f}\ddot{z}\ddot{A}\ddot{r}\ddot{f} \ddot{I} \ddot{Z}\ddot{Z}\ddot{d}\ddot{z} \ddot{K}\ddot{G}\ddot{A}\ddot{z}\ddot{d}\ddot{z} \ddot{D}\ddot{L}\ddot{j} \ddot{G}\ddot{A}\ddot{A}\ddot{H}\ddot{f}\ddot{y}\ddot{r}\ddot{A}$

All Rights Reserved - Library of University of Jordan - Center of Thesis Deposit

(14) $y\check{\alpha}\beta\eta$

| !Úř dž | F t dž | Ú ř dž | K G dž | Y ř dž | ž dž |
|--------|--------|--------|--------|---------|------|
| F | ř dž | K ř dž | t dž | K ř dž | |
| *0.000 | 50.609 | 18.221 | 3 | 54.664 | ž dž |
| | | 0.360 | 182 | 65.527 | ž dž |
| | | | 185 | 120.191 | ž dž |

0.455 = (R²) přibližně

76

(15) $y_{\alpha\eta}$

t $\phi_k \ddot{u} + \ddot{u} \ddot{p} \ddot{f} \ddot{a} \ddot{z} + \ddot{p} \ddot{z} \ddot{d} \ddot{z} K \ddot{z} \ddot{g} \ddot{d} \ddot{z} \ddot{z} \ddot{d} \ddot{p} \ddot{u} \ddot{p} \ddot{z} \ddot{d} \ddot{z} \ddot{z} \ddot{p} \ddot{o} \ddot{l} \ddot{z} \ddot{y} \ddot{d} \ddot{z} \ddot{N} \ddot{f} \ddot{z}$

$\ddot{O} \ddot{d} \ddot{u} \ddot{l} \ddot{f} \ddot{z} \ddot{O} \ddot{A} \ddot{U} \ddot{f} \ddot{O} \ddot{S} (+ \ddot{z} \ddot{T} \ddot{h} \ddot{p} \ddot{z} \ddot{f} \ddot{a} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{U} \ddot{A}$

| $t! \ddot{U} \ddot{p} \ddot{a} \ddot{A} \ddot{z} \ddot{d} \ddot{z}$ t | $t + \ddot{d} \ddot{p}$ $t! \ddot{A} \ddot{o} \ddot{d} \ddot{z}$ | Beta | $\ddot{y} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{d} \ddot{p} \ddot{f}$ | B | $t! \ddot{p} \ddot{z} \ddot{d} \ddot{z} K \ddot{z} \ddot{g} \ddot{d} \ddot{z}$ |
|--|---|-------|---|-------|--|
| *0.001 | 3.491 | 0.273 | 0.086 | 0.299 | $t! \ddot{u} \ddot{d} \ddot{p} \ddot{z} \ddot{f} \ddot{a} \ddot{z}$ |
| 0.643 | 0.464 | 0.040 | 0.086 | 0.039 | $\ddot{z} \ddot{O} \ddot{U} \ddot{A} + \phi_k$ |
| *0.000 | 5.623 | 0.441 | 0.081 | 0.454 | $t! \ddot{z} \ddot{T} \ddot{h} \ddot{p} \ddot{z} \ddot{f} \ddot{a} \ddot{z}$ |

$(0.05 = \alpha) t! \ddot{U} \ddot{p} \ddot{f} \ddot{a} \ddot{A} \ddot{z} \ddot{d} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{f} \ddot{O} \ddot{g} t! \ddot{U} \ddot{p} K \ddot{f} \ddot{z} *$
 $1.645 = (0.05 = \alpha) t! \ddot{U} \ddot{p} \ddot{f} \ddot{a} \ddot{A} \ddot{z} \ddot{d} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{f} \ddot{f} (T) t! \ddot{d} \ddot{p}$

$K \ddot{u} \ddot{d} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{L} \ddot{p} \ddot{A} \ddot{U} (15) y_{\alpha\eta} \ddot{f} \ddot{O} \ddot{S} \ddot{p} \ddot{z} \ddot{f} \ddot{f} + \ddot{O} \ddot{f} \ddot{o} \ddot{U} \ddot{f} \ddot{N} \ddot{f} \ddot{z} \ddot{L} \ddot{p} \ddot{z} \ddot{O} \ddot{d} \ddot{z}$
 $\ddot{G} \ddot{n} \ddot{j} (+ \ddot{z} \ddot{T} \ddot{h} \ddot{p} \ddot{z} \ddot{f} \ddot{a} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{f} \ddot{a} \ddot{z} + \ddot{p} \ddot{z} \ddot{d} \ddot{z} K \ddot{z} \ddot{g} \ddot{d} \ddot{z} \ddot{L} \ddot{p} (t) \ddot{z} \ddot{O} \ddot{f} \ddot{A} \ddot{U} (Beta)$
 $K \ddot{f} \ddot{z} \ddot{u} \ddot{g} \ddot{d} \ddot{z} \ddot{L} \ddot{p} \ddot{n} \ddot{j} (Beta) K \ddot{u} \ddot{d} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{f} t! \ddot{U} \ddot{p} \ddot{h} \ddot{u} \ddot{O} \ddot{d} \ddot{u} \ddot{l} \ddot{f} \ddot{z} \ddot{O} \ddot{A} \ddot{U} \ddot{f} \ddot{O} \ddot{S} \ddot{z} \ddot{O} \ddot{U} \ddot{A}$
 $\ddot{L} \ddot{z} (5.623 \ddot{U} 3.491) + \ddot{z} \ddot{O} \ddot{f} \ddot{A} + \ddot{h} \ddot{A} \ddot{o} \ddot{d} \ddot{z} (t) \ddot{O} \ddot{z} \ddot{Y} \ddot{G} \ddot{z} \ddot{f} \parallel t! \ddot{A} (0.441 \ddot{U} 0.273)$
 $. (0.05 = \alpha) t! \ddot{U} \ddot{p} \ddot{a} \ddot{A} \ddot{z} \ddot{d} \ddot{z} \ddot{z} \ddot{z} (1.645) + \ddot{z} \ddot{O} \ddot{f} \ddot{A} + \ddot{h} \ddot{A} \ddot{o} \ddot{d} \ddot{z} \ddot{f} \ddot{O} \ddot{d} \ddot{z}$
 $\ddot{O} \ddot{u} \ddot{z} \ddot{O} \ddot{U} \ddot{A} \ddot{N} \ddot{J} \ddot{z} \ddot{O} (\ddot{z} \ddot{O} \ddot{U} \ddot{A} + \phi_k \ddot{y} \ddot{l} \ddot{z} \ddot{d} \ddot{z} \ddot{z} \ddot{g} \ddot{d} \ddot{z} \ddot{L} \ddot{f} y_{\alpha\eta} \ddot{f} \ddot{L} \ddot{p} \ddot{z} \ddot{O} \ddot{d} \ddot{z}$
 $(t) t! \ddot{u} \ddot{d} \ddot{p} \ddot{A} (0.040) \ddot{z} \ddot{u} \ddot{g} \ddot{d} \ddot{z} \ddot{L} \ddot{p} \ddot{n} \ddot{j} (Beta) \ddot{y} \ddot{d} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{O} \ddot{d} \ddot{u} \ddot{l} \ddot{f} \ddot{z} \ddot{O} \ddot{A} \ddot{U} \ddot{f}$
 $\ddot{p} \ddot{u} \ddot{l} \ddot{z} (1.645) t! \ddot{z} \ddot{O} \ddot{f} \ddot{A} + \ddot{h} \ddot{A} \ddot{o} \ddot{d} \ddot{z} \ddot{f} \ddot{O} \ddot{d} \ddot{z} \ddot{L} \ddot{p} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{A} (0.464) + \ddot{z} \ddot{O} \ddot{f} \ddot{A} + \ddot{h} \ddot{A} \ddot{o} \ddot{d} \ddot{z}$
 $. (0.05 = \alpha) t! \ddot{U} \ddot{p} \ddot{a} \ddot{A} \ddot{z} \ddot{d} \ddot{z}$
 $: \ddot{O} \ddot{d} \ddot{z} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{f} \ddot{O} \ddot{z} \ddot{h} \ddot{u} \ddot{O} \ddot{d} \ddot{z}$

$\ddot{A} \ddot{R} \ddot{O} \ddot{f} \ddot{N} \ddot{J} \ddot{z} \ddot{u} \ddot{d} \ddot{p} \ddot{h} \ddot{A} \ddot{O} \ddot{U} \ddot{N} \ddot{J} \ddot{f} \ddot{z} \ddot{z} \ddot{L} \ddot{p} \ddot{z} \ddot{O} \ddot{f} \ddot{f} + \ddot{z} \ddot{T} \ddot{h} \ddot{p} \ddot{z} \ddot{f} \ddot{a} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{f} \ddot{O} \ddot{g} t! \ddot{U} \ddot{p}$
 $\ddot{f} \ddot{h} \ddot{A} \ddot{O} \ddot{N} \ddot{J} \ddot{f} \ddot{z} \ddot{z} \ddot{L} \ddot{p} \ddot{z} \ddot{O} \ddot{f} \ddot{f} \ddot{A} + \ddot{O} \ddot{d} \ddot{z} \ddot{f} \ddot{f} + \ddot{u} \ddot{r} \ddot{z} \ddot{f} \ddot{y} \ddot{A} \ddot{p} \ddot{A} \ddot{U} \ddot{O} \ddot{d} \ddot{u} \ddot{l} \ddot{f} \ddot{z} \ddot{O} \ddot{A} \ddot{U} \ddot{f}$
 $\ddot{p} \ddot{z} \ddot{f} \ddot{a} \ddot{u} \ddot{d} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{f} \ddot{a} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{f} \ddot{K} \ddot{f} \ddot{z} \ddot{d} \ddot{z} \ddot{f} \ddot{O} \ddot{f} \ddot{O} \ddot{g} t! \ddot{U} \ddot{p} \ddot{A} \ddot{R} \ddot{O} \ddot{f} \ddot{J} \ddot{z} \ddot{O}$
 $. \ddot{O} \ddot{d} \ddot{u} \ddot{l} \ddot{f} \ddot{z} \ddot{O} \ddot{A} \ddot{U} \ddot{f} \ddot{f} \ddot{z} \ddot{z} \ddot{z} \ddot{z} \ddot{O} \ddot{d} \ddot{z} \ddot{h} \ddot{u}$

!!ÜpÄRÖfj2fñÄöÜ Npž Džž LjÖRf+ö5T If+ör 2fj ýÄp.2
 .ÖöbLj 2öUfj İ Dž2öUÄ+ öör +öfjKÖföž! +öf ög

(16) ýÄñ

Stepwise Multiple Regression" fñzdž2fñLj ýöžNfLj
 (+öThöfÄž2öUÄ+ öörÜ+öfj2fÄž ýüP LjÖöbLj 2öUfj
 .+öždžKföždž

| !!ÜpÄR dž F | F +öf +öf ödž | ýöždž ² +öf öörf | KföždžýÄpYöžk öfj +öföž5+öždž |
|----------------|------------------|--------------------------------|----------------------------------|
| *0.000 | 122.820 | 0.400 | +öThöfÄž |
| *0.000 | 76.133 | 0.454 | +öfj2fÄž |

(0.05=α) !!ÜpÄR dž Džžöf ög!!ÜpKfR*
 2öUfj+ öör 2öfj2fñLj +öföžLjLjP *

Stepwise Multiple Öñöfñf fñzdž2fñLj ýöžfñgñzÄ
 LjÖžLjñöÜöur öfj LjÄdž Öý|R džöfž+ +öMöör Regression
 Ö5Ljñf Ljž%40) l2fñdžž ž(+öThöfÄž2öfžLjÜ16) Dž ýÄñf
 (+öfj2fÄž2öfždžöf +öfž Ö5öfÄÜÖöbLj 2öUfj) yñf 2öfž
 2öfžöf Ö5Ljñf Ljž%45.4) NñLjž+öThöfÄž2öfždždž ž ö
 2öfñf İ Dž2fñLj +öföž5(2öUÄ+ öör 2öfžñpöDžLj Ö5.yñf
 2öUfj) yñf 2öfž2öfž 2öfž Ö52 öur Äöf ögDñžö 2öfžNp
 .(ÖöbLj

Njēdān gēz l f n j h h t e h j l p 5 n j d m j ũ : h y f e h t f e
 ũ o j d p z d m h x n n j t o j e l f i d e p h j i d z e f n j e ũ d z
 = α) h j m n j d z (i z u n f u n g ũ h p d e h e ũ h d e y g e ũ d e
 (0.05

(17) ýĀŋ

ý d z Ā o l j p a o h z k f z ā t r l p a o h z k f z ā t r i p g ū f l j o f n r e j
 t g ũ ā f ā t q p t i f k f z ā t d z z k ō d l j z ā ō r f

| ā Ā d z F t ! ũ p | F t d p t ā n j f | F t d p t h q o d z | z f z o l j f i z ā d z | ŭ Ā d z Ō ō o f | K ū z p t z o f | z ā d z k ū f | z ā d z |
|----------------------|----------------------|------------------------|----------------------------|--------------------|--------------------|-----------------------|---------|
| 0.470 | 3.84 | 0.525 | 0.794 | 3.21 | (184 ũ) | z h r | z d e |
| | | | 0.812 | 3.30 | | ī x j | |
| 0.531 | 2.37 | 0.794 | 0.637 | 3.15 | (181 ũ) | L p ū d z t ā q | ū d p z |
| | | | 0.743 | 3.40 | | ŭ Ā d z m z | ī d e |
| | | | 0.865 | 3.22 | | Σ Ā z ā q h | |
| | | | 1.027 | 3.39 | | z ā n d z | |
| | | | 0.707 | 3.75 | | l j z ā f p | |
| 0.697 | 2.60 | 0.479 | 0.724 | 3.26 | (182 ũ) | ý p k f ā t j 5 | y g e |
| | | | 0.829 | 3.18 | | k f ā t j 10- 6 l j z | h p d e |
| | | | 0.873 | 3.33 | | t ū j 15- 11 l j z | |
| | | | 0.802 | 3.38 | | z ā f t ū j 16 | |
| 0.524 | 2.60 | 0.750 | 0.747 | 3.28 | (182 ũ) | ý p t ū j 30 | h e f |
| | | | 0.874 | 3.30 | | t ū j 40 - 31 l j z | h p d e |
| | | | 0.870 | 3.12 | | t ū j 50 - 41 l j z | |
| | | | 0.575 | 3.50 | | z ā f t ū j 51 | |
| 0.456 | 2.60 | 0.874 | 0.721 | 3.42 | (182 ũ) | z ā d z | h y ū |
| | | | 0.850 | 3.31 | | ŭ p Σ ū | ū d e |
| | | | 0.830 | 3.49 | | t h z Σ ū | |
| | | | 0.809 | 3.21 | | z ŭ ā d z | |

+ù!ÛpKfRKĜřĀ25řĀĤ!g(17) ýĀñ!f Ő5+řĤ oŮf JřĤf 2TKDž
 Kf2ùğřĤžžzùzkŐčĤf 2čĤf ýğĤZ ĀoLJřĀoĤf Kf2ĀŤ ř+řĤ og
 ypĀđŤ Ů+čđŤ +řŤ ŮčđŤ l2řf ŮčđŤ ýNđŤ Ů Lj!f) +ğĤĀřĀ+čŤ PT!f
 řĤñĀkŮ NjŤ Ůžž lğŐřĀ Ů+čđŤ +čŤ 2řf ýĀpŐř řčğžž(ŐğĀř
 ŐčĤf 2čĤf ýğĤZ ĀoLJřĀoĤf Kf2ĀŤ ř+řĤ og+!ÛpKfRžĀ25
 +řŤ ŮčđŤ l2řf ŮčđŤ ýNđŤ Ů Lj!f) +ğĤĀřĀ+čŤ PT!f Kf2ğřĤžžzùzk
 Ů ĜřřfjYřĤ!ř Ů(0.05 = α) +!ÛpăĀř đřžž (ŐğĀř ypĀđŤ ŮčđŤ
 ŐčđŤ ýNđŤ(0.525) Σ LjDžžDž ŮĀñ!f Ĝřřř +řĀ ođŤ (F) +čđ
 ŐğĀř!f ypĀđŤ Ů(0.750) +čđŤ +řDžž(0.479) +čđŤ l2řDžž(0.794)
 .(0.874)

Университет

Библиографический список

1. А.И. Давыдов. Ученые и их труды (1995). М.: Наука. 200 с.
2. А.И. Давыдов. Ученые и их труды (2001). М.: Наука. 200 с.
3. А.И. Давыдов. Ученые и их труды (2003). М.: Наука. 200 с.
4. А.И. Давыдов. Ученые и их труды (1985). М.: Наука. 200 с.
5. А.И. Давыдов. Ученые и их труды (1990). М.: Наука. 200 с.
6. А.И. Давыдов. Ученые и их труды (1987). М.: Наука. 200 с.
7. А.И. Давыдов. Ученые и их труды (1994). М.: Наука. 200 с.
8. А.И. Давыдов. Ученые и их труды (1992). М.: Наука. 200 с.
9. А.И. Давыдов. Ученые и их труды (1989). М.: Наука. 200 с.

ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (2003) ԲՀԼԻԿԱԿԱՆ ԵՄԻԼԻԱՆԻ
 ԱՆԿԱՆՈՒՄԸ ԵՄԻԼԻԱՆԻ ԱՆԿԱՆՈՒՄԸ ԵՄԻԼԻԱՆԻ

.Ս. ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ

ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (2003) ՕՐԻԿԱԿԱՆ ԵՄԻԼԻԱՆԻ
 ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ

.ՏԵՄԵՐԱՆԻ 16-13 ԱՆԿԱՆՈՒՄԸ ԵՄԻԼԻԱՆԻ

ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (1994) ՄԻԿԱԿԱՆ ԵՄԻԼԻԱՆԻ
 .ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ

ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (1985) ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ
 .ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ 25-22 ԱՆԿԱՆՈՒՄԸ ԵՄԻԼԻԱՆԻ

ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (2003) ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ
 ԱՆԿԱՆՈՒՄԸ ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ

.Ս. ԵՄԻԼԻԱՆԻ

ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (2004) ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ
 ԱՆԿԱՆՈՒՄԸ ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ

.Ս. ԵՄԻԼԻԱՆԻ

ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (2000) ՕՐԻԿԱԿԱՆ ԵՄԻԼԻԱՆԻ
 .Ս. ԵՄԻԼԻԱՆԻ

ՕՐԻԿԱԿԱՆ ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (1988) ԵՄԻԼԻԱՆԻ
 ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (12) ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ 53 օր

.21-5

ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ (1997) ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ
 ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ ԴՆԵՐՈՒՄԸ ԵՄԻԼԻԱՆԻ

.388-353 ԵՄԻԼԻԱՆԻ (37) ԵՄԻԼԻԱՆԻ

- . Wise Lois R.(2001) **Public Management Reform: Competing Drivers of Change**, National Public Management Research Conference, October 18-20, School of Public & Environmental Affairs, Indiana University, Bloomington.
- Beer Michael, Russel Eisestat, (1990). **Why Change Programs Don't produce Change** ,**Harvard Business Review** , pp. 161-165.
- Brown, Donald R. (2006), **An Experiential Approach to Organization Development**. Pearson education, Inc., New Jersey.
- Brudney, Jeffry I., (1999), **Reinventing Government In The American States: Measuring And Explaining Administrative Reform**, **Public Administration Review**, Vol. 59 (1).
- Burke, W. Warner (2002), **Organization Change – Theory and Practice**. Sage Publications Series. California.
- David Cooper, (2004) **Organizational Change: from Public to Private Sector A UK based reflective Case Study**, **The Journal of American Academy of Business**. Vol. 61, No.3,pp.56-62..
- French, L. Wendell, Bell, Cecil, H., Zawacki, Robert A. (1995), **Organization Development and Transformation**. McGraw-Hill Inc.
- Jimmieson, Nerina L.. White, Katherine M. Peach, Megan,(2004), **Employee Readiness for Change: Utilizing The Theory of Planned Behavior to Inform Change Management**, **Academy of Management**. California.
- Nadler, David A. &Tushman, Michael L. (1997), **Competing by Design-The Power of Organizational Architecture**. Oxford University Press.
- Peter E.D. Love, Jimmy C., David J. Edwards, Zahir Irani, (2004), **Nurturing a Learning Organization in Construction: A Focus on Strategic Shift, Organizational Transformation, Customer Orientation and Quality Centered Learning**, **Construction Innovation** 4: 113–126.
- Russell, Roberta S. and Taylor, Bernard W. (2003), **Operations Management**, Pearson Education Inc. New Jersey.
- Siggelkow, Nicola, J. (2002), **Evolution Toward Fit - Organizational Development**. **Administrative Science Quarterly**. Wharton School, University of Pennsylvania
- Thomson Harvey, Schatter Robert, (1992), **Successful Change Programs Begin with Results**, **Harvard Business Review**, Vol. 39, No.1,pp.21-42.
- Tushman Michael, Nadler David, (1990), **Beyond the Charismatic Leadership & Organizational Change**, **California Management Review**, Vol. 32, No.2,pp.77-97.

(c) 50PŽ
hgt ŮE

HOŽUJENÍ ŽIVOTNÍHO CYKLU

: pohlavního (sexuálního) zdraví a životního stylu

:2 dle

Adžf

P.c

:1 dle Nj dle

Σ Adžf W U Adžf Y Lp Adžf + Adžf
lj Adžf.ù Nj 20 Adžf

:h dle

Kf Adžf 10- 6 Lpž Y ýp Kf Adžf f dle .D
24 Adžf 16 .p f Adžf 15 - 11 Lpž W

:f dle

f Adžf 40 - 31 Lpž Y ýp f Adžf 30 .D
24 Adžf 51 .p f Adžf 50 - 41 Lpž W

:1 žu Nj dle

Qž Σ ž .Y 20 ž
.....ž 2PDp .f Σ ž .W

**: ԽՈՐԵ ՄԵՐՈՒՆՈՒՄԻՆԻՍՏԻԿԱԿԱՆ
:ՓՈՒՆԴԱԿԱՆ ԿՈՒՆԻՍՏԱՆՈՒԹՅՈՒՆՆԵՐԻՆԻՍՏԻԿԱԿԱՆ**

| 5ՈՒ Մ ԱՐ 5ՍՍԷ | 5ՈՒ ԽՈՐԵ ԻՔԵ | 5ՈՒ ԽՈՐԵ ԽԵՆՈՐԶՅՈՒՆ | 5ՈՒ ԽՈՐԵ ԶԻՆՈՒՆԻՍՏԻԿԱԿԱՆ | 5ՈՒ ԽՈՐԵ ԶԻՆՈՒՆԻՍՏԻԿԱԿԱՆ | ԼՁՆՈՒՆԻՍՏԻԿԱԿԱՆ | ԽՈՐԵ |
|---------------------|--------------------|---------------------------|--------------------------------|--------------------------------|--|------|
| | | | | | .ՕձՆԻՍՏԻԿԱԿԱՆ 2 ԽՈՐԵ ԳՈՒՐՈՒՆԻՍՏԻԿԱԿԱՆ | 1 |
| | | | | | ԿՐԱՅ ՕՍԽԱՆԻՍՏԻԿԱԿԱՆ ԽՈՐԵ ՕՍԽԱՆԻՍՏԻԿԱԿԱՆ ՄԻ ԽՈՐԵ | 2 |
| | | | | | .+ՀՀ ԽՈՐԵ 2 ԽՈՐԵ !ԳՐԱՆԻՍՏԻԿԱԿԱՆ ԽՈՐԵ ԽՈՐԵ | 3 |
| | | | | | 2ՍՍՈՒՆԻՍՏԻԿԱԿԱՆ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 4 |
| | | | | | .ՕձՆԻՍՏԻԿԱԿԱՆ 2ՍՍՈՒՆԻՍՏԻԿԱԿԱՆ ԽՈՐԵ ԽՈՐԵ | 5 |
| | | | | | ՕՍԽԱՆԻՍՏԻԿԱԿԱՆ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 6 |
| | | | | | ՕՍԽԱՆԻՍՏԻԿԱԿԱՆ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 7 |
| | | | | | .ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 8 |
| | | | | | 2ՍՍՈՒՆԻՍՏԻԿԱԿԱՆ 2 ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 9 |
| | | | | | .+ՀՀ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 10 |
| | | | | | ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 11 |
| | | | | | 2ՍՍՈՒՆԻՍՏԻԿԱԿԱՆ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 12 |
| | | | | | ՕՍԽԱՆԻՍՏԻԿԱԿԱՆ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 13 |
| | | | | | .+ՀՀ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 14 |
| | | | | | .ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 15 |
| | | | | | Σ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 16 |
| | | | | | ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ ԽՈՐԵ | 17 |

| 561 Ū Āf 5ūūē | 561 Hūf hē | 561 Hūf hē nDž | 561 Hūf hē yf | 561 Hūf hē yf | lèùùùùùf | !fēf |
|---------------------|------------------|----------------------|---------------------|---------------------|---|------|
| | | | | | zāùŭf Ljz G žh!Āf žfĀ Ō5Ljāžf zT .lžēfjDž Hf Ōōūf | 35 |
| | | | | | Ū!f zùžk Ō5Ōōūf zāŭf pĀñ Kdžf .!Āf žfĀ Ō5Ljāžf āp CēfjĀ | 36 |
| | | | | | yūdžf +oŪdž hýdžf Ljžōžf +hžp KfĀ .!Āf Ō5Ljāžf Dž PTf +oŪžfĀ | 37 |
| | | | | | +lqo Kēdž žž!Āf žfĀ Ō5Ljāžf ýT σ .Ōōūf zāŭf pĀñ! +hōLj | 38 |